

UNIFOSA 2023

Sustainability Report

UNIFOSA Technology Co., Ltd.

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Preface

About the report

This report is the first sustainability report (hereinafter referred to as this report) issued by UNIFOSA Technology Co., Ltd. (referred to as "UNIFOSA", our company or us in the report). The purpose of issuance is mainly to provide information to the public.

Disclose the company's efforts in the three major aspects of Environmental (Environmental), Social (Social), and Economic Governance (Governance) to stakeholders, including actual actions, performance results, and future plans.

UNIFOSA adheres to the business philosophy of "integrity first, humanistic management" and hopes that through this report, stakeholders can understand UNIFOSA's sustainable actions and our determination to fulfill corporate social responsibilities and implement sustainable development.

- Boundaries and scope of the report:

The scope of information disclosed in this report is based on UNIFOSA Technology Co., Ltd., Phoenix Hi-tech Materials Co., Ltd. (referred to as "Phoenix", "Phoenix Hi-Tech" or Phoenix Company in the report), Morelink Technology Co., Ltd. (in the report (referred to as "Morelink" or Morelink Company) is the main reporting scope. Other areas have not had a significant impact on the company's economy, environment and society, so their sustainability-related information has not been fully disclosed in this report. If there is information involving other regions, it will be specially noted in the report.

- Report period:

January 1, 2023 to December 31, 2023.

- Release overview:

Current version publication date: September 2024, release frequency is expected to be once a year.

- Basis of preparation : This report is compiled in accordance with

the 2021 edition of the GRI Standards (GRI Standards) issued by the Global Reporting Initiative (GRI). This report also follows the Sustainability Accounting Standards Board (SASB) industry indicators and the Task Force on Climate-related Financial Disclosures (TCFD) framework for disclosure. This report provides

GRI Standards and SASB content indexes in the appendix for quick retrieval and query.

- Report information preparation and approval process

The relevant information for this report was collected by each department and reviewed by the department head, and then sent to the "Sustainable Development Promotion Team" established by the company's Board of Directors and the General Manager's Office for information collection, preparation and review, and the completed report It will be released after being sent to the board of directors for review and approval.

- Report Confirmation and Verification

This report was commissioned by Crowe Horwath Certified Public Accountants in accordance with the Assurance Standards No. 3000 "Assurance Cases concerning Review or Review of Non-Historical Financial Information" issued by the Accounting Research and Development Foundation of the Republic of China and the International Standards on Auditing and Assurances ISAE (International Standard on Assurance Engagements) 3000 issued by the Board (International Auditing and Assurance Standards Board, IAASB) provides limited assurance for accountants. Please refer to the appendix for the assurance report issued by the accountant. The financial information mentioned in the report is consistent with the content of UNIFOSA's 2023 consolidated financial report, and has been verified and certified by Crowe Horwath Certified Public Accountants.

- Feedback: If you have any feedback or advice on the content of this report , you are welcome to contact us.

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Chairman's message

In an era of global economic turmoil, drastic environmental changes and increasingly prominent social challenges, the sustainable development of enterprises is not only an obligation, but also a responsibility and commitment. Shang Cheng is well aware that in the process of enterprise management, growth and sustainable operation, "profit" and "sustainability" are two-sided development indicators. While pursuing profits, companies must be responsible for the rights of shareholders and investors; they must also pursue sustainable development and be responsible for employees, society and the environment on which the company depends. Therefore, while pursuing economic benefits, we adhere to the principle of materiality and are committed to improving the international trend of balancing environment, society and corporate governance, and integrating sustainability into the company's core strategy to drive corporate growth and implement sustainable development.

Under the guidance of this spirit, Shang Cheng formulated the "Corporate Social Responsibility Code of Practice" in 2016 and further revised it to the "Sustainable Development Code of Practice" in 2022, actively moving towards the implementation of "sustainable environment, social care, corporate governance" " to achieve the sustainable development vision of "environmental protection and green products, local cultivation and social care, effective governance and mutual prosperity of relationships" , and deepen and convey the multi-faceted sustainable value of the enterprise from the inside out.

This year is the first time that UNIFOSA has released a sustainability report, which marks an important step taken by UNIFOSA on the road to sustainable development. In response to global climate change, UNIFOSA will begin conducting greenhouse gas inventories in 2023 and plans to continue to implement carbon reduction actions in the future . At the same time, UNIFOSA promotes a green supply chain and introduces more environmentally friendly materials and technologies into product design and production processes to reduce the impact on the environment.

UNIFOSA is well aware that employees are the most important assets of an enterprise. To this end, UNIFOSA continues to create a safe, healthy, diverse and inclusive working environment and provides a wide range of career development opportunities. The growth and happiness of employees are the cornerstone of the

stable development of the company. Therefore, UNIFOSA continuously improves the working environment and welfare of employees, and encourages employees to actively participate in social welfare activities and enhance their sense of social responsibility.

Looking forward to the future, UNIFOSA will continue to adhere to the concept of sustainable development and continuously optimize and improve its business model. UNIFOSA will strengthen cooperation with stakeholders to face challenges together and achieve a comprehensive balance of economic benefits, environmental protection and social responsibility. Shang Cheng firmly believes that only in this way can we remain competitive in the rapidly changing market and bring long-term positive impacts to society and the environment.

Finally, we would like to thank all shareholders, partners and all employees for their support and trust. Let us work together to meet future challenges and opportunities and jointly create a better and sustainable future.

UNIFOSA Technology Co., Ltd.

Chairman Cheng Qingzhong

CH1 About UNIFOSA

1.1 Company Profile

Founded in 1994, UNIFOSA Technology is a professional memory module manufacturer. With the advent of the cloud era and in response to changes in the industrial market, UNIFOSA completed the merger with PROWARE TECHNOLOGY CORP . in 2013. Spanning the two major fields of memory (memory) and storage device (storage), using the transformation strategy of diversified operations, we have grasped the application trend that Nand FLASH (memory) will be widely used in storage devices (storage) in the future, and crossed the product line into In the field of magnetic material storage devices, in addition to effectively diversifying industry risks and expanding business development areas through diversified operations, operating costs can be reduced and the company's competitive niche can be strengthened through the integration and complementation of overall corporate resources. , thereby improving the overall operating performance and the company's industrial competitiveness. In recent years, in response to the competitive trend of the future development of the industry, we have been more actively engaged in diversified operations to expand business areas and scale of operations, thereby achieving the goals of stabilizing operations, improving operating performance and industrial competitiveness.

Basic information	
Company Name	UNIFOSA Technology Co., Ltd.
Date of establishment	May 16, 1994
Chairman	Cheng Qingzhong
President	Cheng Qingzhong
Company location	No. 5, Lane 22, Lane 513, Ruiguang Road, Neihu District, Taipei City, 3F-6
Paid-in capital	NT\$916,288,330
Industry category	Semiconductor industry
Stock code	8277

Main product introduction

The company's product structure is divided into memory business and storage business. The memory product line spans the two major fields of DRAM and Flash. It mainly operates in the notebook computer and desktop computer memory module market. The storage product line is disk fault tolerance. Mainly array storage system.

Main products	Application areas
memory module (DRAM)	It is used in desktop computers, notebook computers, industrial computers, servers and other information products as a memory access function.
random access memory	Applied to graphics cards for computers, communication equipment and consumer electronics, as well as industrial-grade storage media, etc.
flash memory (NAND Flash)	Flash memory cards used in various mobile devices or digital 3C products, flash memory disks for exchanging data between PCs and mobile devices, flash memory card adapter cards/card readers, and solid state drives (SSD)
storage business	Based on the design and manufacturing of network storage devices, its main products include disk fault-tolerant array storage systems , cloud data center solutions, network-attached storage devices, digital multimedia editing, digital security monitoring, etc.

Company development history

1994	<ul style="list-style-type: none"> ● The company was established and the product brand trademark was registered with UNIFOSA
1998	<ul style="list-style-type: none"> ● Change company organization to a joint stock company
1999	<ul style="list-style-type: none"> ● the new factory on Ruiguang Road , Neihu and expanded to Santiao SMT line, start mass production ● Obtained ISO9001 Certification, product quality has also been certified by OEM customers, and we have begun to accept OEM orders.
2000	<ul style="list-style-type: none"> ● Won the ISO9001:2000 international quality assurance certification.

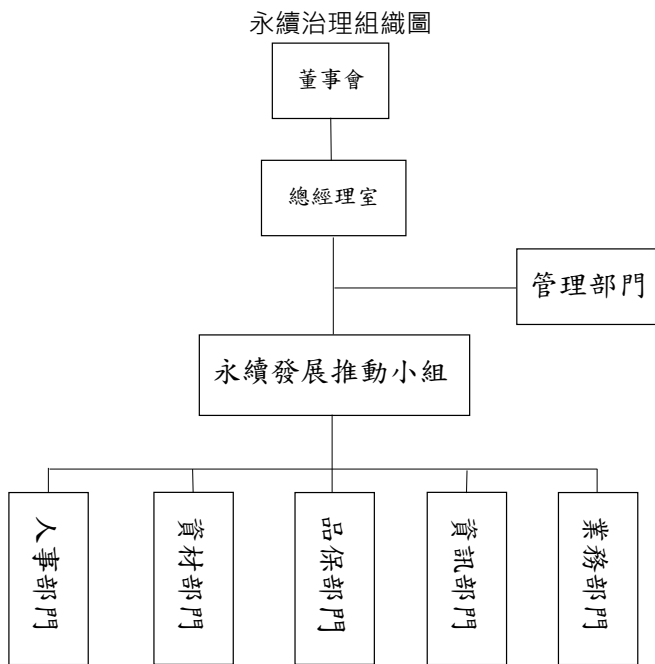
2003	<ul style="list-style-type: none"> ● SB-3160SA and SB-3160SI disk array series products won the Taiwan Quality Certificate from the Ministry of Economic Affairs ● SB-3160SA disk array series products won the Excellent Design Product Certificate from the Industrial Bureau of the Ministry of Economic Affairs ● SB-3160SA disk array series products won the Best Export Product Award from the Foreign Trade Association
2004	<ul style="list-style-type: none"> ● Approved by the Securities Over-the-counter Trading Center of the Republic of China, a legal person, and officially listed on the OTC stock market ● Approved by the Securities and Futures Bureau to be listed on the OTC market ● Stocks listed on OTC
2005	<ul style="list-style-type: none"> ● Won the " 8th Little Giant " and "14th National Rock Award" from the Ministry of Economic Affairs
2010	<ul style="list-style-type: none"> ● EP-m501 / EN-m501 network storage system won the Taiwan Excellence Award certificate from the Ministry of Economic Affairs
2011	<ul style="list-style-type: none"> ● EPICa EP-2243 2U/24bays SFF disk array fault-tolerant system won the Taiwan Quality Award from the Ministry of Economic Affairs
2012	<ul style="list-style-type: none"> ● EPICa EP-4643 4U/64bays ultra-high-density disk array fault-tolerant system won the Taiwan Excellence Award certificate from the Ministry of Economic Affairs
2013	<ul style="list-style-type: none"> ● EN-3163S6T-RQX integrated storage system won the Taiwan Excellence Award certificate from the Ministry of Economic Affairs
2022	<ul style="list-style-type: none"> ● Passed ISO/IEC 27001 information security management system verification

1.2 Sustainable governance

Sustainability Promotion Team and Governance Structure

In order to fulfill corporate social responsibilities and implement the determination of sustainable development, the company has established a "Sustainable Development Promotion Group" under the supervision of the Board of Directors and the General Manager's Office, which is responsible for promoting the operation of sustainable development, including formulating and reviewing policies for sustainable development, systems, management policies and promotion plans, as well as the promotion of sustainable development and review of implementation results, and regularly report the situation to the board of directors. The organizational structure of the company's sustainable development promotion team is coordinated by the general manager's office, with the management department as the co-organizing unit, and is jointly operated by the business, materials, human resources, quality assurance and information departments. The work of promoting sustainable development is supervised by the Board of Directors and the General Manager's Office is responsible for the overall planning and management. The Board of Directors authorizes the General Manager's Office and the senior management of relevant departments to handle the work, and regularly reports the situation to the Board of Directors before the end of each year. The board of directors uses the content of the report of the sustainable development promotion team (including but not limited to identifying the company's stakeholders, and through appropriate communication methods and stakeholder participation to understand their reasonable expectations and needs, and respond appropriately to stakeholders Important corporate social responsibility issues of concern), confirm the company's promotion of sustainable development, supervise and track and review the management team's annual sustainable development implementation and performance goal achievement status.

- Sustainable governance organizational structure



Operational performance

The company's sustainable development promotion team reports key and significant events to the board of directors from time to time, and regularly reports the implementation of sustainable development promotion to the board of directors before the end of each year. The sustainable development promotion plan and implementation status promoted in 2012 have been reported At the eleventh session of the company' s eleventh board of directors on December 22, 2020, the main execution work of the company' s sustainable development promotion team was to identify the company' s stakeholders and communicate with them through appropriate communication methods. Participate, understand their reasonable expectations and needs, and respond appropriately to important sustainable development issues of concern to stakeholders. In addition, we are committed to strengthening the company by actively safeguarding shareholders' rights, treating shareholders equally, improving information transparency, and implementing investor communication. Disclosure of information on the website ; in addition, in 2012 , a plan to compile a sustainability report was launched to conduct a comprehensive review and discussion of environmental, social, and governance issues.

Sustainable responsibility management

The company is well aware that "profit" and "sustainability" are indispensable aspects in the process of survival, growth and sustainable operation of enterprises. Enterprises must pursue profits and be responsible for shareholders and investors, and they must also pursue sustainability. Development is responsible for employees, society and the environment on which enterprises rely. Therefore, while pursuing profits, we adhere to the principle of materiality and actively implement sustainable development as the company's core value. We are committed to improving the international trend of balancing the environment, society and corporate governance, and incorporating it into the company's management strategy and Operational activities serve as the axis for the company to drive corporate growth and implement sustainable development. Therefore, UNIFOSA formulated the "Corporate Social Responsibility Code of Practice" in 2016 and revised it to the "Sustainable Development Code of Practice" in 2022, actively moving towards the implementation of the goals of "sustainable environment, social care, and corporate governance", to realize the sustainable development vision of "environmental protection and green products, local cultivation and social care, effective governance and mutual prosperity of relationships", and deepen the transmission of the company's multi-faceted sustainable value from the inside out.

1.3 Identification and negotiation of stakeholders

Shang Cheng attaches great importance to the needs and opinions of stakeholders. The company's current stakeholders are mainly employees, shareholders and investors, customers, suppliers and partners, governments, and communities. In order to implement effective communication with stakeholders, In order to understand the opinions and expectations of various stakeholders on the sustainable management of UNIFOSA, the communication channels and frequencies between the company and various stakeholders are as follows:

interested parties	Main issues of concern	Communication topic description	communication channel	response style
staff	1.Labor-employer relationship 2. Treat fairly 3.Occupational health and safety 4.Diversity and equal opportunities	The company has always attached great importance to labor-management relations. In addition to holding regular labor-management coordination meetings and establishing smooth internal communication channels so that employees' ideas and opinions can be responded to and dealt with immediately, we have also always spared no effort to safeguard the rights and interests of employees. We have formulated various This policy takes employees' rights and interests into consideration and sets up an employee suggestion box. Employees' complaints are handled confidentially to protect employees' rights and interests.	Contact person: Ms. Hsieh Tel: 02-8797-1108 Extension: 1505 Email: sandy@unifosa.com.tw	1. Hold regular labor-management coordination meetings 2. Set up employee suggestion box

interested parties	Main issues of concern	Communication topic description	communication channel	response style
Investors and shareholders	<ol style="list-style-type: none"> 1. Company image 2. Business performance 3. Compliance with regulations 4. Investment information symmetry 5. Product and service development trends 6. Market changes and company response strategies 	<p>UNIFOSA has a shareholder service liaison/spokesperson and an acting spokesperson, who are responsible for handling shareholder suggestions and serving as a communication bridge between the company and shareholders/investors. At the same time, there is detailed corporate governance and financial information in the investor service area of the company website. , to ensure complete, timely, accurate and transparent disclosure of information, so that investors can grasp the latest information of the company and conduct full and effective communication with stakeholders in a timely manner.</p>	<p>Shareholder service contact window Contact person: Ms. Luo Tel: 02-8797-1108 Extension: 1508 Email: linda.lo@unifosa.com.tw</p> <p>Spokesperson/Investor Relations Liaison Contact person: Mr. Hsieh Tel: 02-8797-1108 Extension: 1500 Email: david@unifosa.com.tw</p> <p>Acting Spokesperson Contact person: Wu Yiyi Tel: 02-8797-1108 Extension: 1100 Email: johnson@unifosa.com.tw</p>	<ol style="list-style-type: none"> 1. Annual shareholders' meeting 2. Important information from the Public Information Observatory 3. Investor service area of the company website 4. Shareholder service contact person's email/telephone number 5. Legal person

interested parties	Main issues of concern	Communication topic description	communication channel	response style
				briefing meeting
client	1.Customer satisfaction 2.Supplier management	In order to provide customers with high-quality products and services, UNIFOSA attaches great importance to customer needs and opinions. We will understand customer opinions, propose improvement plans and continue to track them, so as to continuously improve service quality and competitiveness to reach customers. The ultimate goal of satisfaction .	Memory Business Group Contact person: Ms. Guo Tel: 02-8797-1108 Extension: 1606 Email: alin@unifosa.com.tw Storage Business Group Contact person: Ms. Li Phone: 02-2914-8001 Extension: 2394 Email: info@proware.com.tw	1.Phone call/visit 2. Customer satisfaction survey 3. Business contact email/telephone number
Suppliers and Partners	1.Company image 2.Business performance 3. Compliance with regulations	Suppliers are important partners in the company's operations. UNIFOSA cherishes the close cooperative relationship with his supplier partners and jointly pursues the sustainable operation and continuous growth of both	Memory Business Group Contact person: Ms. Li Tel: 02-8797-1108 Extension: 1201 Email: angel@unifosa.com.tw	1. Phone call/visit 2. Supplier assessment

interested parties	Main issues of concern	Communication topic description	communication channel	response style
	4.Supplier evaluation	companies to create a win-win situation. UNIFOSA pays special attention to honest management and ethical conduct, and insists on conducting business activities in a fair and transparent manner. If you find any illegal behavior in related supply chain management, please report it directly to our company. If the report is true, our company will take action against the illegal behavior. Severe punishment will not be neglected.	Storage Business Group Contact person: Ms. Li Phone: 02-2914-8001 Extension: 2522 Email: grace_lee@proware.com.tw	
Government and competent authorities	1. Compliance with regulations 2. Corporate governance 3.Risk management 4.Communic	In order to comply with the laws and regulations of the government and competent authorities, the company actively participates in policy briefings and forums held by competent authorities and professional organizations to promote	Corporate Governance Contact Window Contact person: Mr. Xie Tel: 02-8797-1108 Extension: 1500 Email: david@unifosa.com.tw	1. Corporate governance area of the company website 2. Legal person briefing

interested parties	Main issues of concern	Communication topic description	communication channel	response style
es	ation with competent authorities	appropriate corporate governance and maintain good interaction with competent authorities.		meeting 3. Annual report of shareholders' meeting
community neighborhood	<ul style="list-style-type: none"> 1、Compliance 2、Social prosperity 3、climate change response 4、energy management 5、water resources management 6、waste management 	Taking social prosperity as the goal of sustainable work, we enhance our positive social influence through social feedback and maintaining good relations with our neighbors .	<p>Memory Business Group Contact person: Mr. He Tel: 02-8797-1108 extension 1 300 Email: jason@unifosa.com.tw</p> <p>Storage Business Group Contact person: Mr. Geng Tel: 02-2914-8001 extension 2237 Email: johnny_keng@proware.com.tw</p>	<ul style="list-style-type: none"> 1、Company website 2、Annual Report and Sustainability Report 3、Contact email/telephone number

Procedures for remediating negative shocks

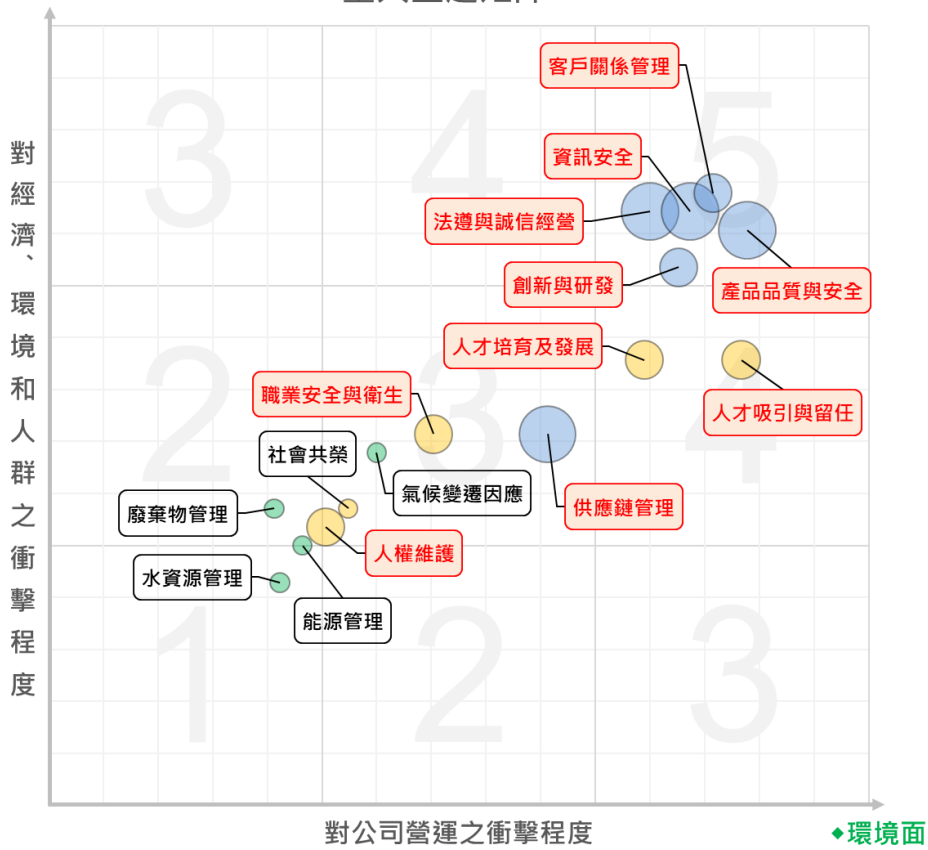
The company identifies and evaluates whether there are actual or potential negative impacts on the economy, environment and people (including their human rights) through regular assessments, communication with stakeholders and grievance mechanisms. If the company identifies actual or potential negative impacts, it will provide mitigation or remedial measures for the actual negative impacts and prevent potential negative impacts through relevant response measures.

1.4 Identification of major themes

Major sustainability theme identification process

The company collects various sustainability issues through internal discussions and the assistance of external experts, and refers to the GRI Standards issued by the Global Sustainability Reporting Initiative (GRI) and important domestic and foreign industry trends. Through systematic analysis methods such as department interviews and questionnaires, we will conduct a survey on the impact of various issues on the management level in December 2023 to assess the impact of each issue on the economy, environment and people, as well as the impact on the company's operations. In addition, a questionnaire on the level of concern about major themes was distributed to major stakeholders, and a total of 120 valid questionnaires were collected. The sustainability issues that stakeholders were concerned about by Shang Cheng were identified, and a matrix of major themes was drawn based on this. In the matrix chart below, the X-axis represents "the degree of impact on the company's operations", the Y-axis represents "the degree of impact on the economy, environment and society", and the size of the bubble represents the "degree of stakeholder concern". Evaluate the importance of the topic based on the score and distinguish major topics from general topics. After integrated analysis and sorting, and confirmation with senior managers, 10 major themes of UNIFOSA in 2023 were identified, namely legal compliance and integrity management, supply chain management, information security, product quality and safety, innovation and R&D, and customers. Relationship management, talent attraction and retention, talent cultivation and development, occupational safety and health and human rights protection, we also use this as a reference basis for information disclosure in the report and continue to improve.

重大主題矩陣



● 泡泡大小：利害關係人關注度

重大主題

Major themes and management policies

In 2023, Shang Cheng followed the sustainable risk assessment process and identified ten major themes. The relevant explanations are as follows:

	major themes	Description of major topics	management policy
governance	Legal Compliance and Integrity Management	Integrity management requires compliance with laws, daily management is based on this, and is ensured through internal control and auditing	<ul style="list-style-type: none"> ● Adhere to the corporate culture of "integrity first, humanistic management" as our business philosophy and policy ● After the board of directors approved the establishment of the "Code of Integrity Business" and the establishment of effective accounting systems, internal control systems and regular audits by internal auditors
	supply chain management	Establish a procurement system to ensure good cooperation and timely supply at reasonable prices to achieve production goals	<ul style="list-style-type: none"> ● Adhere to the policy of "Professional Improvement, Customer Satisfaction" to ensure that suppliers comply with ESG, establish a supply chain management mechanism, and improve risk management capabilities
	information security	Ensure the confidentiality, integrity, and	<ul style="list-style-type: none"> ● Provide a safe and stable information environment to ensure the continued

		availability of internal and external information within the company, prevent threats, and comply with regulations	<p>operation of the company's business operations.</p> <ul style="list-style-type: none"> ● Improve the confidentiality and security of the company's operating assets and information to control and prevent information security risks.
	Product quality and safety	Improve employee quality and technical capabilities, establish a quality management team, and improve satisfaction and brand loyalty	<ul style="list-style-type: none"> ● Improve technology and employee quality to ensure product quality and technical content improvement ● The material is safe and meets market and customer needs, improving customer satisfaction and loyalty.
	Innovation and R&D	memory and storage market with continuous innovation and careful management, strong R&D and keen market insights, and providing diversified products to meet different needs	<ul style="list-style-type: none"> ● Technological innovation and product research and development, exploring new ideas and solutions ● Focus on the development and optimization of market prospects and high-value technologies to enhance competitiveness and status ● Improve product functionality, reliability

			and convenience, and continuously improve according to customer needs and feedback
	customer relationship management	Provide excellent customer experience through continuous improvement and innovation to meet customer needs and promote business growth	<ul style="list-style-type: none"> ● Continuously train employees to improve professional standards and meet customer needs ● Oriented by customer satisfaction, continuously improve products and services, improve quality and loyalty ● Respond to customer issues promptly and involve customers in product and service improvements
society	Talent attraction and retention	Establish a salary and benefit policy that is both externally competitive and internally fair, and provide various allowances and benefits	<ul style="list-style-type: none"> ● The company provides cross-department or cross-company rotation opportunities, coupled with various development plans, so that colleagues can develop according to their talents. ● Committed to strengthening open and transparent communication channels between supervisors and colleagues, as well as between colleagues, to promote labor-management harmony and create a win-win situation for

			<p>the company and employees</p> <ul style="list-style-type: none"> ● Promote diversified activities and clubs and provide relevant subsidies to enable colleagues to achieve a work-life balance
	Talent cultivation and development	<p>UNIFOSA attaches great importance to providing an excellent environment that allows employees to maximize their potential, and provides complete and substantial education and training, in order to cultivate the growth purpose of employees' lifelong learning, and then establish a close relationship with the company for sustainable growth, coexistence and common prosperity.</p>	<ul style="list-style-type: none"> ● Improve the technical capabilities of colleagues, develop the talents needed by the company, and move towards sustainable development ● In addition to physical course training, online courses will also be gradually added for colleagues to apply for training.
	Occupational Safety and Health	<p>Provide a safe workplace environment for</p>	<ul style="list-style-type: none"> ● Providing an occupational safety and health work environment to prevent work-

		employees	<p>related injuries and health effects, including the characteristics and size of the organization and its occupational safety and health risks and opportunities.</p> <ul style="list-style-type: none"> ● Eliminate potential threats to ensure an occupational safety environment . ● Comply with applicable occupational safety and health regulations and other requirements. ● Assess hazards, control and reduce occupational safety and health risks, and avoid occupational disasters for workers
	Human rights protection	Formulate relevant human rights protection and labor policies and implement relevant measures	<ul style="list-style-type: none"> ● Comply with the "United Nations Universal Declaration of Human Rights" and the International Labor Organization's "Declaration on Fundamental Principles and Rights at Work" and other international human rights conventions, and eliminate any violations and violations of human rights ● Enable all employees of the company to be treated reasonably, equally and with dignity

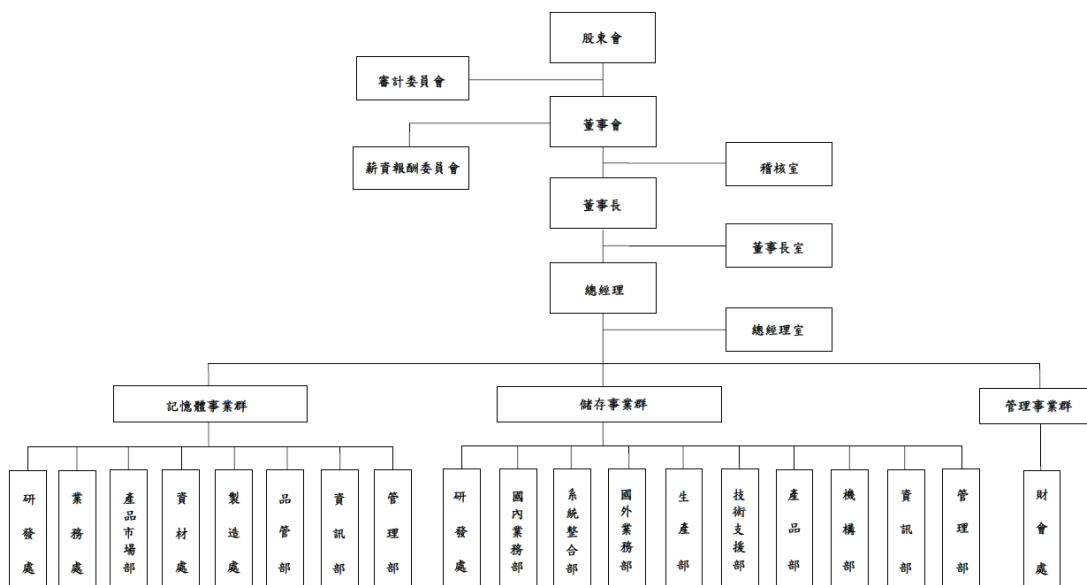
			<ul style="list-style-type: none">● The scope of application of this policy applies to UNIFOSA Co., Ltd. and its affiliated companies.
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CH2 Sustainable Governance

2.1 corporate governance structure

Organizational chart and what each unit is responsible for

(一)公司組織結構



department	Main responsibilities
Chairman's room	Responsible for the formulation of the company's long-term business development strategy, business environment analysis and assessment, review and assessment of mergers and acquisitions and strategic alliances, business risk management and control, etc.
General Manager's Office	Responsible for the planning, formulation, and supervision of the company's mid- to long-term strategies, annual policies, and operational goals; responsible for the planning and supervision of projects; responsible for the coordination and control of stock affairs .
audit room	internal control and internal audit systems; formulation and execution of audit plans; audit of correctness of operating procedures of each department.
R&D Department	Responsible for grasping and proposing new products and new technology development trends, researching and introducing market hardware equipment, conducting research and development according to market/customer needs, completing product design

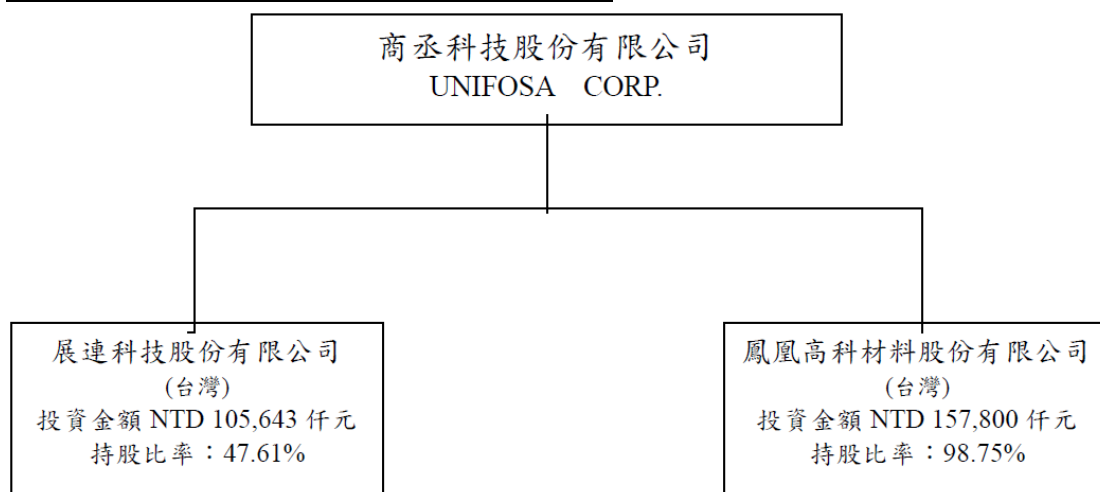
	and improvement operations; introducing product technology transfer operations before mass production; handling customer commissioned designs matters; new product patent application matters; collection of software and hardware design information, new product development and design, product function updates and other related matters; analysis and planning of industry status and competitive product related information.
Product Department	Responsible for new product development planning, based on relevant new technologies in the market and OEM/ODM customer needs and related product planning proposed by business client projects/bids; production and revision of product-related catalogs/manuals; product-related publicity/advertising/exhibitions Planning and execution of activities; product-related news releases; update and maintenance of product web pages.
Institutional Department	Responsible for the structural design and process improvement of products and OEM/ODM projects planned by the product department .
Business Office	Formulate the company's annual plan goals, formulate marketing strategies, and expand domestic and foreign business; improve customer service, relationship maintenance, and satisfaction; evaluate and analyze customer credit status.
Domestic Business Department	Domestic business development and customer service; maintaining customer relationships and improving satisfaction; estimation and analysis of customer credit status.
System Integration Department	Domestic business development and customer service; maintaining customer relationships and improving satisfaction; estimating and analyzing customer credit status; assisting enterprises in integrating, planning, building, deploying, maintaining information systems, and simplifying IT.
Foreign Business Department	Foreign business development and customer service; improvement of customer service, relationship maintenance and satisfaction; estimation and analysis of customer credit status.
Product	Preparation and execution of domestic and foreign exhibitions;

Marketing Department	company profile - compilation and production of product catalogs; planning and execution of various promotions and publicity activities for the company's products; analysis and planning of information on industry conditions and competitive products; new products Market development and research.
Materials Department	inquiry , price comparison, negotiation, contract conclusion and ordering of raw materials for products ; investigation and contact of suppliers and data archiving management; procurement of assets, equipment and consumables; procurement defect compensation and return and exchange processing; raw materials And the receiving point and shipment management business of semi-finished products and finished products; business order delivery confirmation operations; the formulation and coordination of production capacity plans; the arrangement, modification, execution and control of production line schedules; and the development and management of third parties.
Manufacturing office	Plan and implement all production plans, supervise production operations, production automation and electronics.
Production Department	Responsible for production scheduling and outsourcing processing matters; formulating and maintaining product quality policies; improving corporate capabilities and quality image; coordinating relevant departments to solve product quality problems; formulating inspection standards, sampling plans, and judgment standards for quality control operations; implementing progress Inspection of materials and costs, and suggestions for improvement; care and maintenance of inspection and testing gauge instruments; execution of various operations of the ISO management system.
Quality Control Department	Formulate and maintain product quality policies; enhance corporate capabilities and quality image; coordinate with relevant departments to solve product quality problems; issue and manage ISO documents; formulate inspection standards, sampling plans, and judgment standards for quality control operations; implement incoming materials and finished products Inspect operations and

	make suggestions for improvement; care and maintenance of inspection and testing gauge instruments; implement various operations of the ISO management system, assist sales staff in the business department to handle customer problems, support and solve customer product problems; handle agents and customer technology Problem; determination and handling of customer defective products.
Technical Support Department	Support and solve customer product problems; handle technical issues between agents and customers; identify and handle customer defective products, product testing, maintenance and other related work.
Finance and Accounting Department	Compile the budgets compiled by various departments; be responsible for cost control management operations ; the processing of various internal accounts, accounting - preparation of various financial statements; various tax processing and reporting operations; bank transactions and petty cash expenditures and management operations ; Management of financial investments; Management of foreign exchange operations.
Management Department	Plan human resources strategies and formulate and amend management systems; handle recruitment, appointment, training, salary verification, insurance, assessment, deployment, promotion, attendance, salary, benefits, suspension of employment without pay, resignation, and retirement related business; execute general affairs requests Matters related to purchasing, general affairs operations, and asset management; management matters related to company security, fire protection, and cleaning; matters related to maintaining harmonious relations between labor and management; planning and execution of matters related to occupational safety and health management and environmental management.
Ministry of Information	Information system project management, system and data security control, processing application system-related business, PC and workstation and network settings, planning and maintenance operations; MIS software development and problem consulting and

resolution.

Relationship business organization chart



Board composition and operations

The board of directors is the highest governance unit of UNIFOSA. Chairman Cheng Qingzhong also serves as the general manager. This is mainly due to the professionalism and flexibility of the rapid changes in the DRAM industry to grasp the effectiveness of the company's rapid response. It is reasonable and necessary, but In order to take into account the goals and standards of corporate governance, the 112th regular meeting of shareholders has added one independent director seat, and more than half of the directors have responded by not serving as employees or managers in order to ensure the company's operations and reduce operating risks.

In order to establish a good board governance system, improve supervision functions and strengthen management functions, the company's board of directors, in addition to supervising the company's overall operations and major decisions in accordance with the company law, has also formulated "Board Meeting Rules", which are all in advance before the board meeting . Consult the opinions of each director and formulate the content of the proceedings and relevant meeting materials; when the board of directors convenes, the relevant department managers will also be notified to prepare relevant materials according to the content of the proposal to attend the meeting, report the business overview related to the proposal and answer questions from the directors, or invite accountants, other Professionals attend meetings to help directors understand the company's current situation and make appropriate decisions;

at the same time, directors who have an interest in matters at the meeting should avoid participating in discussions.

The composition structure of UNIFOSA's board of directors considers various needs such as the company's operating structure, business development direction and future industry development trends, and strives to be diversified to achieve a professional complementary effect in terms of basic composition, professional background, professional knowledge and skills. Director members should have operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market outlook, leadership and decision-making abilities. The current board of directors has 8 directors, including 2 executive directors. The 2 non-executive directors and 4 independent directors all have different professional backgrounds. They are composed of 8 professionals with professional backgrounds and rich experience in high-tech industry, finance, accounting, business and academic fields.

The company's employee directors account for 25% and independent directors account for 50%. Among the board members, 7 are male and 1 is female. Female directors account for 12.5%, and the average age is 68 years old. In order to strengthen the policy of diversifying board members, the company will target the proportion of female directors to reach 25% in the future.

The company adopts a candidate nomination system for the election of directors. In accordance with Article 192-1 of the Company Law and Article 5 of the "Regulations on the Establishment and Matters to be Observed of Independent Directors of Publicly Offering Companies", in addition to the board of directors nominating the company's director candidate list, It also announced that during the nomination period for accepting shareholder nominations for director candidates , shareholders holding more than 1% of the total number of issued shares may state in writing the name, education and experience of the director nominee to the company, and submit the nomination of director candidates to the company. During this period, a proposal shall be submitted to the company and the shareholders' meeting shall select the director from the list of candidates. However , during the nomination period, there was no nomination by other shareholders; the candidate nomination system was adopted for

the election of independent directors , in accordance with Article 14-2 of the Securities and Exchange Act, Article 192-1 of the Company Law and "The establishment and matters to be followed of independent directors of public companies" According to the provisions of Article 5 of the "Measures", the shareholders' meeting shall select independent director candidates from the list of candidates. In addition to the board of directors nominating the company's independent director candidate list, and announcing the acceptance period for accepting the nomination of independent director candidates by shareholders, any holder of Shareholders holding more than 1% of the total number of issued shares may, during the nomination period, submit the name, education and experience of the nominee and send it by registered letter to the location of the company. However , there were no nominations from other shareholders during the nomination period.

Board composition

job title	Name	learning experience	gender	age	Whether you have employee status	Attendance
Chairman	Cheng Qingzhong	Department of Electronic Engineering, Tamkang University Blue Sky Computer Business Manager	male	65	yes	100%
director	Wu Zhende	Department of Earth Sciences, Chinese Culture University	male	77	no	83.33%

		Head of Yueli Investment Co., Ltd.				
director	Jiang Changan	Department of Electronic Physics, Jiaotong University Lianhua Electronics Marketing Manager	male	67	no	100%
director	Xiao Wuxing	Department of Information, Chung Yuan University Deputy General Manager of Lianda Information Co., Ltd.	male	69	yes	100%
independent director	Chen Zhiling	Master of Accounting, National Chengchi University Passed the college entrance examination as an	male	64	no	100%

		accountant Taiwan Securities Analyst Researcher, Accounting Research and Development Foundation				
independent director	Li Wenjin	Department of Electronic Physics, Jiaotong University Senior Vice President of Yilixin Chief Operating Officer, Taiwan Telecom Vice President of Taiwan Fixed Network Chief Consultant of Quanhong Enterprise General Manager of Quanhong	male	67	no	100%

		Enterprise Executive Vice President of Weibo Telecom Chief Operating Officer, Asia Pacific Telecom				
independent director	You Qizhong	Juris Doctor from Tulane University Lawyer of the Republic of China Washington Lawyer Northern California Federal Court Attorney Attorney at the U.S. Court of International Trade in New York U.S. Patent Intellectual Property Circuit Court	male	67	no	100%

		Attorney				
independent director	Wu Xuemin	Master of Business Administration, University of Chicago Deputy General Manager of the Enterprise and Nuclear Department of Dachengcheng TECO Electric General Auditor	female	66	no	100%

Professional background of board members

Director's name	business experience	Marketing ability	Science and technology major	legal profession	Accounting major
Cheng Qingzhong	V	V	V		
Wu Zhende	V				
Jiang Changan	V	V	V		
Xiao Wuxing	V	V	V		
Chen Zhiling					V
Li Wenjin	V	V	V		

You Qizhong				V	
Wu Xuemin					V

Directors' training status

Members of the company's board of directors all comply with the provisions of the "Key Points for Implementation of Continuing Education for Directors and Supervisors of Listed Overseas Companies". Board members enrich their knowledge through refresher courses every year to enhance the company's top governance body in various aspects such as law, risk, governance and sustainability. Knowledge of various social issues and continuous improvement of the board's ability to respond to business environmental risks. In 2023, the company's directors and independent directors participated in a total of 51 hours of director training courses. Each director took at least 6 hours of training. The topics covered digital transformation, corporate sustainability, risk control, employee rewards and remuneration, technology crime, personal information supervision, and large-scale management. Various fields such as data analysis and fraud detection and prevention.

job title	Name	Course name	Further study date	Organizer	Hours of further study
Chairman	Cheng Qingzhong	[Digital transformation, looking into the new future, new thinking in risk management]	112/09/26	Corporate Management and Sustainable Development Association of the Republic of China	3.0
		[Listed OTC Companies - Insights into the Derivative Financial Market and Toward Corporate Sustainability Seminar]	112/11/03	Securities and Futures Market Development Foundation of the Republic of	3.0

job title	Name	Course name	Further study date	Organizer	Hours of further study
				China	
Corporate Director Representative	Wu Zhende	[Digital transformation, looking into the new future, new thinking in risk management]	112/09/26	Corporate Management and Sustainable Development Association of the Republic of China	3.0
		[Listed OTC Companies - Insights into the Derivative Financial Market and Toward Corporate Sustainability Seminar]	112/11/03	Securities and Futures Market Development Foundation of the Republic of China	3.0
director	Jiang Changan	[Digital transformation, looking into the new future, new thinking in risk management]	112/09/26	Corporate Management and Sustainable Development Association of the Republic of China	3.0
		[Legal Risk Control for Digital Transformation]	112/11/30	Corporate Management and Sustainable Development Association of the Republic of China	3.0
director	Xiao	[Digital transformation, looking	112/09/26	Corporate	3.0

job title	Name	Course name	Further study date	Organizer	Hours of further study
	Wuxing	into the new future, new thinking in risk management]		Management and Sustainable Development Association of the Republic of China	
		[Listed OTC Companies - Insights into the Derivative Financial Market and Toward Corporate Sustainability Seminar]	112/11/03	Securities and Futures Market Development Foundation of the Republic of China	3.0
independent director	Chen Zhiling	[A brief discussion on emerging financial technology crimes and prevention of money laundering from a company perspective]~ Advanced seminar on directors and supervisors (including independent) and corporate governance supervisors	112/07/07	Securities and Futures Market Development Foundation of the Republic of China	3.0
		[The Impact and Response of Controlled Foreign Corporations (CFCs) on Enterprises] ~ Directors and Supervisors (Including Independent) and Corporate Governance Supervisor Practical Advanced Seminar	112/07/12	Securities and Futures Market Development Foundation of the Republic of China	3.0
independent	Li Wenjin	[Big data analysis and fraud detection and prevention]	112/08/18	China Corporate Governance	3.0

job title	Name	Course name	Further study date	Organizer	Hours of further study
director				Association	
		[Inheritance plan launched-employee reward plan and equity inheritance]	112/09/08	China Corporate Governance Association	3.0
independent director	You Qizhong	[Opportunities and challenges of Taiwan' s industry transformation under geopolitics-PMI / NMI exclusive analysis] ~ Directors and supervisors (including independent) and corporate governance supervisor practical advanced seminar	112/09/28	Securities and Futures Market Development Foundation of the Republic of China	3.0
		[The era of strong supervision of personal information is coming]	112/12/01	China Corporate Governance Association	3.0
independent director	Wu Xuemin	[The Impact and Response of Controlled Foreign Corporations (CFCs) on Enterprises] ~ Directors and Supervisors (Including Independent) and Corporate Governance Supervisor Practical Advanced Seminar	112/07/12	Securities and Futures Market Development Foundation of the Republic of China	3.0
		Publicity and briefing session on insider equity of listed companies	112/08/09	Securities OTC Trading Center of the Republic of China	3.0
		2023 World Investor Week Joint Forum-New Horizons in Sustainable Investment and	112/10/06	Securities OTC Trading Center of the Republic of	3.0

job title	Name	Course name	Further study date	Organizer	Hours of further study
		Financing		China	

Board interest avoidance

Shang Cheng clearly stipulates the interest avoidance system for directors in the corporate governance regulations "Board Meeting Rules". Directors who have an interest in themselves or the legal persons they represent should explain the important content of their interests to the current board meeting; If there is a risk of harm to the interests of the company, they are not allowed to participate in discussions and voting, and they should recuse themselves from discussions and voting, and they are not allowed to exercise their voting rights on behalf of other directors . If a director's spouse, second degree of consanguinity, or a company that has a controlling or subordinate relationship with the director has an interest in a matter at the meeting, the director will be deemed to have an interest in the matter. The resolutions of the company's board of directors shall be handled in accordance with Paragraph 4 of Article 206 of the Company Law and Paragraph 2 of Article 180 shall apply mutatis mutandis to directors who are not allowed to exercise voting rights according to regulations. In 2023, the Board of Directors has an interest in the directors and should avoid the resolutions as follows: "Proposal on Setting the Amount of Year-end Bonuses for the Company's Managers in 2023 " and "Assessing and Setting the Monthly Salary Remuneration of the Company's Managers" at the 6th Session of the 11th Board of Directors Contents and Amount", and the "Appointment of New Independent Director Wu Xuemin as a member of the Company's Salary and Remuneration Committee" at the 9th meeting of the 11th Board of Directors.

Board performance evaluation

In order to implement corporate governance and improve the functions of the board of directors, and establish performance targets to enhance the operational efficiency of the board of directors, UNIFOSA has, in accordance with the provisions of Article 37

of the "Code of Practice for the Governance of Listed Overseas Companies", at the 19th meeting of the 8th Session on December 31, 2014 The board of directors approved the formulation of the company's "Board of Directors Performance Self-Assessment Methods", which clearly defined the performance evaluation methods and evaluation indicators of the Board of Directors and individual directors. Starting from 2015, questionnaires were regularly issued to the Board of Directors, individual directors and functional committees in December every year. Conduct self-evaluation on the achievement of performance goals, conduct an internal board performance evaluation at least once a year, and submit the evaluation results to the board of directors for a report.

The company has completed the performance evaluation of the board of directors, audit committee, salary and remuneration committee and individual directors in 2023. The evaluation method includes internal self-evaluation of the board of directors and functional committees, self-evaluation and re- evaluation of board members, and its evaluation standards (content and items) The results (comprehensive comments) are as follows:

Evaluation cycle	evaluation period	Assessment scope	Assessment method	Assessment content
Executed once a year	1/1-12/31	board of directors and individuals Director members and functions Capability Committee (Including audit committee members Meetings and salary remuneration	within the board of directors self-evaluation, functional committee self-evaluation, board member self-evaluation and re-evaluation	<ul style="list-style-type: none"> Board performance evaluation: degree of participation in company operations, improvement of board decision-making quality, board composition and structure, director selection and

		<p>Committee) achievements effectiveness evaluation</p>		<p>continuing education, internal control and other projects</p> <ul style="list-style-type: none"> ● Functional committee performance evaluation : degree of participation in company operations, awareness of functional committee responsibilities, improvement of functional committee decision-making quality, functional committee composition and member selection, internal control and other projects ● Performance evaluation of individual
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				<p>director members: mastery of company goals and tasks, awareness of directors' responsibilities, degree of participation in company operations, internal relationship management and communication, directors' professional and continuing education, internal control and other projects</p>
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Results of the 2023 Board of Directors performance evaluation: The Board of Directors and functional committees have performed well, and there are no situations that need to be reviewed or improved.

The results of the self-evaluation of board members in 2023 are as follows:

Self-evaluation board members	Chairman's evaluation
Cheng Qingzhong	Excellent (evaluated by Li Wenjin, convener of the Remuneration Committee)
Jiang Changan	excellent

Xiao Wuxing	excellent
Wu Zhende	excellent
Chen Zhiling	excellent
Li Wenjin	excellent
You Qizhong	excellent

According to the assessment results, the company's board of directors and board members have performed well in operation in 2023, and there are no situations that need to be reviewed and improved. In the future, we will continue to deepen the performance evaluation mechanism of the board of directors, and also plan to include sustainable development-related items in the performance evaluation of the board of directors to strengthen corporate governance and the operational capabilities of the board of directors.

functional committee

- audit committee

Shang Cheng aims to establish a good functional committee governance system, improve audit supervision functions and strengthen management functions to achieve the goals of corporate governance. The company complies with the "Measures for the Exercise of Powers of the Audit Committee of Publicly Offered Companies" and has formulated the "Organizational Rules of the Audit Committee" by resolution of the board of directors. The audit committee is composed of all independent directors. It focuses on the proper expression of the company's financial statements and the selection of certified accountants (Explanation) Responsibility and independence and performance, the effective implementation of internal controls, the company's compliance with relevant laws and rules, and the management and control of the company's existing or potential risks are carried out to achieve professional division of labor and mutual complementarity with the board of directors, which is the most important for the operation of the company's board of directors. functional committee. In 2023, the Audit Committee held a total of 6 meetings.

job title	Name	Actual attendance	Attendance
independent director	Chen Zhiling	6	100%

independent director	Li Wenjin	6	100%
independent director	You Qizhong	6	100%
independent director	Wu Xuemin	3	100%

Note : Ms. Wu Xuemin was newly elected as an independent director at the company's regular shareholders' meeting on June 9, 2012 (newly appointed) as a member of the Audit Committee.

- Remuneration Committee

In order to strengthen corporate governance and improve the salary and remuneration system of the company's directors and managers, Shang Cheng has formulated the company's "Organizational Rules for the Salary and Remuneration Committee" in accordance with Article 3 of the "Regulations on the Rights and Powers of the Remuneration Committee", which consists of 4 independent directors. In a professional and objective position, evaluate the salary and remuneration policies and systems of the company's directors and managers, and make recommendations to the board of directors for reference in its decision-making. In 2023, the Remuneration Committee held a total of 3 meetings.

job title	Name	Actual attendance	Attendance
convener	Li Wenjin	3	100%
member	Chen Zhiling	3	100%
member	You Qizhong	3	100%
member	Wu Xuemin	1	100%

Note : Ms. Wu Xuemin was a new independent director appointed as a (newly appointed) member of the Salary and Remuneration Committee at the 9th meeting of the 11th Board of Directors of the company on August 4, 2012.

2.2 Risk management

In order to implement and promote the efficiency of ESG and risk management, Shang Cheng regards the board of directors as the highest governance unit of risk management. The board of directors directly supervises the operations of ESG and risk management and assumes overall responsibility for the company's risk management. The Board of Directors adopted the "Risk Management Code of Practice" as the highest guiding principle for risk management. On December 22, 2012, the Board of Directors approved the formulation of "Risk Management Policies and Procedures" and established a "Risk Management Group", chaired by the Audit Committee. Form a risk management team responsible for supervising risk management. Through the participation of the audit committee and senior management, we can connect risk management with the company's strategies and goals, determine the company's major risk projects, and improve the comprehensiveness and forward-lookingness of risk identification results. safety and integrity, and disseminate and carry out corresponding risk control and response to the lower levels to reasonably ensure the achievement of the company's strategic goals. The company will gradually implement relevant work in 1 13 to achieve the sustainable development of corporate social responsibility (CSR).

Risk Management Policies and Procedures

In order to correctly apply risk management to all units and operations within the company and ensure that business development is based on risk thinking, Shang Cheng formulated the "Risk Management Policies and Procedures" approved by the board of directors in 2012. This policy aims to standardize the standard procedures for risk identification, assessment, decision-making, effect monitoring and improvement, and serve as the company's risk management guidelines to ensure the company's operational objectives are achieved.

Risk management scope

In order to ensure the company's normal operations and achieve sustainable management goals, the company actively and cost-effectively integrates and manages all strategic, operational, financial and hazardous risks that may affect operations and profitability. Through regular risk assessment, we can understand the frequency of risk

events and the severity of their impact on the company's operations, define the priority and level of risks, and adopt corresponding risk management strategies.

The company uses internal control operation cycle analysis, situation simulation analysis and other methods, as well as practical experience (including external information) and consideration of the impact on internal and external stakeholders, to discover and list all risk factors within the management scope. The company's risk sources include strategic risks, operational risks, financial risks, legal compliance risks and climate change risks.

risk management culture

The company holds risk management education training or briefing sessions from time to time to promote the company's risk management policies, procedures and requirements, etc., in order to enhance employees' risk management awareness and implementation efforts, and integrate risk management into operating activities and daily management.

process to achieve the following goals:

1. Achieve corporate goals;
2. Improve management efficiency;
3. Provide reliable information;
4. Effectively allocate resources.

Risk management organizational structure

In order to improve and strengthen the company's risk management function, and taking into account the company's size, business characteristics, risk nature and operating activities, the company's risk management organizational structure is as follows:

Risk management supervision unit: The audit committee forms a risk management group affiliated with the board of directors, which is responsible for supervising risk management, ensuring that risk management is connected with the company's strategies and goals, improving the comprehensiveness, forward-looking and completeness of risk identification results, and publicizing and carry out corresponding risk control and response measures.

General Manager's Office: Responsible for planning, executing and supervising matters related to risk management, introducing and promoting risk management technology within the company, preventing or reducing undesirable effects by managing risks, and achieving expected results and continuous improvement.

Quality control-related units: Responsible for applying risk management thinking and technology to their operations, assessing department risks and opportunities, formulating contingency measures to reduce risks, and implementing and tracking them.

Risk review meeting: Management representatives convene the heads of various departments to form a risk review meeting to define risk acceptance policies, regularly review risk management activities and ensure the appropriateness and effectiveness of the risk management process.

Since technology product generations change rapidly and prices fluctuate with the market, risk management in this industry must grasp market price changes, product generation change schedules, upstream supplier status and product quality levels. In addition, in terms of the company's general risk management, each department is also responsible for risk assessment and control. Each relevant unit is responsible for the discovery, assessment and control of front-line risks in daily operations according to the nature of the business. The audit unit reviews and evaluates various operational risks and puts forward improvement suggestions and preventive measures, implements the second line of defense in risk management, and comprehensively considers the risk assessment results in the annual audit review report.

Risk management operations

The company's risk management process includes elements such as risk identification, risk analysis, risk evaluation, response and risk monitoring. Through cross-department communication and data collection, we understand the overall impact that risks may have on the company, and compare the risk impact with the company's short, medium and long-term operating objectives to understand the company's tolerance for risk

impacts.

The company regularly performs risk assessments every year, and assessment results reports are regularly submitted to the risk management team (composed of 4 independent directors on the audit committee) and the board of directors (the latest report date is December 22, 2020), which includes an analysis of the risks faced by the company, and risk response measures and expected improvement plans, and follow up to ensure the effective operation and execution of risk management.

ESG risk assessment

The risk assessment boundary of environmental, social and corporate governance issues related to business operations and operations is mainly based on the company, covering the business bases of the company's two business groups in Taipei and Xindian.

When planning operations, the company conducts risk assessments on environmental, social and corporate governance issues related to the company's operations based on cost-benefit considerations and the materiality principle of whether it will have a significant impact on the company's investors and other stakeholders. And formulate relevant risk management policies or strategies as follows:

major issues	risk assessment	Risk management policy or strategy
environment	environmental protection	<ol style="list-style-type: none">1. In response to the concept of environmental protection and actions to care for the earth, Shang Cheng felt that the company was responsible for the environment. In 1994 , he introduced and certified the ISO14001 environmental management system, which means saving energy, reducing environmental pollution, and caring for employees. health, establishing good public relations, etc., and taking practical actions to care for the environment. Although it has no longer obtained certification due to business needs, the company still maintains the implementation of environmental management in relevant operations.2. Continuously optimize process management and strive to strengthen environmental protection measures.3. Continue to pay attention to the announcement by the European Chemical Agency ECHA of the candidate list of substances requiring authorization under the REACH directive .4. Regularly check greenhouse gas emissions in accordance

		<p>with ISO140 64 and review the impact faced by the company's operations.</p> <p>5. In view of the relevant environmental regulations that the company must comply with, check that all operating procedures are in compliance with the regulations.</p>
society	harmless products	<p>In order to ensure that products do not contain environmentally harmful substances, Shang Cheng has been working hard on projects such as raw material procurement evaluation and equipment process adjustment for green products since 1994, and has obtained the certificate of green partner from customers; in addition, the company has been able to In line with international environmentally friendly green product policies, we promoted IECQ QC080000 (Electronic Motor Parts and Products Hazardous Substances Process Management System) in 1998 and have been certified to ensure that the products produced by the company do not contain environmentally harmful substances and respond to the environment. In the process of protecting the concept and caring for the earth, we have fulfilled our corporate responsibility towards the environment. However, due to business needs, we have not been able to obtain certification. However, the company continues to maintain control measures for hazardous substances in related operations.</p>
corporate governance	compliance with laws	<p>In order to ensure that all personnel and operations of the company can truly comply with relevant laws and operating standards set by the company, the company implements corporate governance goals by establishing various governance organizations or implementing various audit procedures.</p>

2.3 Legal compliance and honest management

impact
<p>Integrity, integrity and compliance with laws and regulations are important core values of UNIFOSA Technology, and are also the basic requirements for the company's internal and external operations and management. The company conducts all business activities with integrity and faces and handles all matters related to all stakeholders in a spirit of honesty, fairness, transparency and legality. UNIFOSA has formulated relevant policies or guidelines for different areas of regulatory compliance. Through specific policies or guidelines, it helps to improve the consistency of regulatory compliance and the feasibility of implementation. Failure to comply with legal requirements and operate with corporate integrity may result in the company facing monetary or non-monetary penalties, affecting the company's reputation and brand image, and causing negative impacts on operations.</p>
policy commitments
<p>The company adheres to the corporate culture of "integrity first, people-oriented management" as its business philosophy and policy. In addition to clearly stating the policies and practices of honest management in relevant regulations and external documents, honest management is also a commitment of the board of directors and senior management. The mission and goals that are actively implemented are also the norms that the company believes in and implements from the board of directors down. The board of directors has approved the formulation of the "Code of Integrity Management" and the establishment of effective accounting systems, internal control systems and regular audits by internal auditors. The policies and practices of honest management are clearly stated in the regulations and external documents, as well as the commitment of the board of directors and senior management to actively implement the operating policies.</p>
action to take
<ol style="list-style-type: none">1. Policies, relevant laws and education to prevent insider trading2. Regularly audited and controlled by internal auditors3. There is a grievance channel to encourage employees to report illegal activities4. Regularly organize internal education and training on integrity management
Target

<p>Short term goals:</p> <ol style="list-style-type: none"> 1. Comply with relevant government laws and regulations, company operating procedures/instructions and SOP, and no major violations will occur <p>Mid- to long-term goals:</p> <ol style="list-style-type: none"> 1. Comply with relevant government laws and regulations, company operating procedures/instructions and SOP, and no major violations will occur 2. Maintain education and publicity on "Internal Major Information Processing Procedures" and related laws for directors, managers and employees at least once a year , and arrange education and publicity for newly appointed directors and managers within one month after taking office. , for newly appointed employees , the personnel unit will provide education and promotion during pre-employment training.
<p>Evaluation mechanism</p>
<p>The general manager's office is the dedicated unit responsible for formulating and supervising the implementation of integrity management policies and prevention plans, and internal auditors will regularly check their compliance to implement the practice of integrity management.</p>
<p>performance results</p>
<p>UNIFOSA has not had any economic, environmental and social-related violations and fines over the years or in 2023 , nor has it received any relevant reports or complaints.</p>
<p>Stakeholder negotiation</p>
<p>Stakeholders can learn about the company's integrity management implementation status through the integrity management section of UNIFOSA's official website and the annual shareholder meeting annual report.</p>

Compliance with laws and regulations and business integrity

The company upholds the principle of honest management and has established relevant regulations such as the "Code of Integrity Business" and "Processing Laws for Prosecution of Violations of Ethical Behavior and Integrity Management" to reveal that compliance with government laws and regulations is only the basic requirement for honest management. Therefore, in daily operations and management When guiding policies, compliance with laws and regulations is the premise, and through internal control and audit operations, all departments and subsidiaries are explicitly required to

conduct self-examination and supervision of their various operations. They must abide by laws and regulations, and take into account the evolution of laws. It is necessary to adjust the design of the internal control system in a timely manner, and make all members aware by modifying relevant documents, conducting education and training, issuing announcements, etc., to strengthen employees' legal concepts, so as to comply with all laws and regulations related to operations, with a view to implementing them in practice. A mechanism to implement legal compliance can be implemented. In addition, for major changes in domestic and foreign laws and regulations, professional lawyers, accountants, underwriters or other experts will be entrusted to provide relevant consultation. If necessary, they will also be entrusted with evaluation and research to obtain professional advice and plan response measures to ensure that the company complies with the law and reduce the adverse impact of legal events on the company's financial business, and achieve the goals of sound operations and sustainability.

Shang Chengxiang adheres to the corporate culture of "integrity first, humanistic management" as its business philosophy and policy. In addition to clearly stating the policies and practices of honest management in relevant regulations and external documents, honest management is also a commitment of the board of directors and senior management. The mission and goals that are actively implemented are also the norms that the company believes in and implements from the board of directors down. On December 31, 2014, the board of directors approved the formulation of the "Code of Integrity Management" and the establishment of effective accounting systems, internal control systems and Regular inspections by internal auditors are carried out, and policies and practices for honest management are clearly stated in regulations and external documents, as well as the commitment of the board of directors and senior management to actively implement the operating policies. The Company did not have any major regulatory violations in 2023 .

Whistleblowing system

The company has established "Measures for the Prosecution of Violations of Ethical Conduct and Integrity Management" and "Measures for the Management of Employee Complaints", and has an employee suggestion box. Employees and internal and external personnel are encouraged to use the employee suggestion box and

"Regulations on Violations of Ethical Conduct and Integrity Management" Report any illegal matter to the email address listed in the "Proposal Regulations", and specify the acceptance unit and handling procedures. It is clearly stipulated that the whistleblower must provide sufficient information to facilitate verification. The personnel of the unit that accepts the report fail to handle it without legitimate reasons, or are reported. If the person's supervisor was aware of the illegal, immoral or dishonest behavior before being reported but did not deal with it, the company will handle it in accordance with the company's relevant disciplinary regulations. At the same time, the company will keep the reporter or those involved in the investigation confidential and protect them. They are free from unfair treatment or retaliation. In addition, it is stipulated that written documents or electronic files should be retained when accepting reports, investigation processes and investigation results, and they should fulfill their custodial responsibilities. If the reports are verified to be true, they will be punished according to the company's internal regulations. However, before making a decision on punishment, the company should provide the person being reported with an opportunity to state his opinions or make an appeal. If evidence is found, severe punishment will be imposed. The company did not receive any relevant reports or complaints in 2023.

Processing flow:

- 1、The whistleblower must report by name through the channels listed in Article 3 of the "Regulations on Prosecution of Violations of Ethical Behavior and Integrity Management" and provide sufficient information to facilitate verification (including the name, unit, professional title of the relevant person, the date of the incident, and a description of the content).
- 2、If the reported incident is verified to be true, it will be handled in accordance with the company's internal disciplinary regulations, and before making a disciplinary decision, the company should provide the person being reported with an opportunity to state their opinions or appeal.
- 3、If the unit personnel who accept the report fail to deal with it without justifiable reasons, or if the person's supervisor knows of illegal, immoral or dishonest behavior before being reported but fails to deal with it, the company's relevant disciplinary regulations will apply.
- 4、The company will keep confidential and protect whistleblowers or those involved

in investigations to protect them from unfair treatment or retaliation. If you suffer unfair treatment, retaliation or similar circumstances due to reporting or participating in an investigation, please be sure to report it to the original handling unit.

5、The acceptance of reports, investigation process and investigation results should be kept in written documents or electronic files, and the responsibility for safekeeping should be fulfilled.

- Accept reports from shareholders, investors and other external parties:
Spokesperson's email: david@unifosa.com.tw
- Accept reports from directors, managers, general colleagues and other internal personnel:
Independent director's email: independent director@unifosa.com.tw
Chairman's email: chairman@unifosa.com.tw
Audit unit chief auditor@unifosa.com.tw

Education, training and promotion

In order to ensure the implementation of the policy of honest management, Shang Cheng conducts education and publicity on "Internal Major Information Processing Procedures" and related laws to directors, managers and employees at least once a year. New directors and managers will be educated on arrival. Education and publicity will be arranged within one month after appointment, and for newly appointed employees, the personnel unit will provide education and publicity during pre-employment training. In 2023, the "Annual Promotion of Important Statutory Laws" and the "Management Measures to Prevent Insider Trading" have been conducted on March 3 and May 5 for current directors, managers and employees. The content includes important internal information and the scope of insider trading prevention, confidentiality operations, operation of confidentiality operations and handling of violations, and a promotional file will be sent to all directors, managers and employees for reference.

The company regularly holds internal education and training on honest management through labor-management coordination meetings and two-way communication on new employee education and training, and promotes specific regulations to prevent

dishonest behavior, including relevant courses on honest management compliance and internal control, 2023 The annual number reaches 37, totaling 52 people , so that all employees can understand that honest management is the mission and goal that the board of directors and management have committed to actively implement, with a view to implementing honest management.

2.4 Supply chain management

impact

If suppliers' ESG risks are ignored, it may have a serious impact on the entire value chain. Poor governance, environmental pollution, labor rights issues, etc. may lead to delivery delays, product quality problems, damage to brand reputation and other consequences, affecting our professional image and customer satisfaction.

policy commitments

UNIFOSA's quality policy is a quality policy of "professional improvement, customer satisfaction" , which will ensure that suppliers meet ESG requirements to ensure the quality and reliability of products and services; and actively establish a supply chain management mechanism to improve the identification of supplier risks. and management capabilities.

action to take

1. Evaluate suppliers from time to time and establish a list of qualified suppliers to ensure that they meet our quality standards and ethical requirements.
2. Start planning policies and systems related to sustainable supply chain management

Target

Short term goals:

- Incorporate supplier sustainability risk assessment indicators into the selection of new suppliers and regular evaluation of existing suppliers.
- Started to implement the key suppliers to fill in the "Supplier Sustainability Self-Assessment Questionnaire" and complete the signing of the "Supplier Code of Conduct".

Mid- to long-term goals:

- Conduct audits and select new suppliers through strict supplier management standards. We will also strengthen communication channels for sustainable management with our suppliers, and continue to improve and establish policies and systems related to sustainable supply chain management. We hope that through mutual assistance and cooperation, we can ensure that suppliers gradually comply with international environmental regulations (EU RoHS, EU REACH) through responsible procurement, annual audits, etc., and will never use

conflict minerals, safeguard international mining labor rights and operational safety, and strive to promote each other's sustainability.

Evaluation mechanism

1. If a supplier is found to have high risks or deficiencies in sustainability management, report it to the sustainability promotion team first. And through communication, suppliers are required to effectively improve within the deadline. If the supplier still cannot effectively improve the problem within the deadline, it will be dealt with by reducing quantities, transferring orders, stopping cooperation, etc. This ensures that in addition to our suppliers' products meeting our quality standards, the risk of operational disruption can also be effectively controlled and reduced.
2. Through regular supplier evaluation, we track the compliance of supplier risk management projects and enable suppliers to become partners for the company's continued growth.

performance results

The storage business group evaluated a total of 125 suppliers in 2023. Evaluation results: 100% of excellent manufacturers, and 100% of the evaluation pass rate. Morelink evaluated a total of 31 suppliers in 2023, with 21 excellent suppliers and 10 ordinary suppliers. The evaluation pass rate reached 100%.

Stakeholder negotiation

Please refer to the chapter "1.3 Identification and Negotiation of Stakeholders "

Supplier Profile

Shang Cheng

The main memory products include memory modules and flash memory. Upstream suppliers mainly include manufacturers of DRAM, FLASH and other memories, printed circuit boards, connectors and related electronic accessories such as resistors and capacitors. UNIFOSA works with domestic and foreign The major suppliers have long-term and good partnerships, and the procurement risk diversification strategy ensures safe supply sources.

The supply chain of storage-related products ranges from upstream raw material suppliers including electronic components such as semiconductor chips, printed

circuit boards, etc., as well as structural materials such as metals and plastics, to midstream systems such as disk array controllers, hard disk power supply chassis, etc. The components are assembled into system components on-site and then tested to complete the finished product. Then it is shipped to downstream agents, dealers and other system integrators for integration and then shipped to end customers for application.

Morelink

As a digital repeater communications manufacturer, our supply chain covers a wide range, including raw material suppliers, parts manufacturers, component suppliers, transportation and logistics service providers, etc.

Phoenix Hi-Tech

Phoenix's main products are waterproof and moisture-permeable membranes, and its upstream suppliers are mainly polymer material manufacturers. Phoenix has maintained good long-term partnerships with major domestic and foreign suppliers, and under the strategy of diversifying procurement risks, it ensures safe supply sources.

Supplier Management Policy

According to the UNIFOSA Procurement Control Operation Procedure, the purpose is to establish the company's procurement control operations, with a view to ensuring that the required raw materials, semi-finished products, finished products, etc. are available at reasonable prices, in the right time, in the right amount, and in the right quality for a long time while maintaining a good relationship between buyers and sellers. Provide what the company needs to achieve production goals. Ensure that the quality of raw materials, semi-finished products and finished products meet the company's required standards.

- Ensure that the delivery date and quantity of raw materials, semi-finished products and finished products can effectively meet production needs.
- Make sure the price is reasonable and competitive. Choose excellent suppliers to ensure the source of materials. Ensure the quality of purchased items.
- Implement production plans and delivery operations to ensure timely supply of

required items.

- Continuously improve the efficiency of procurement operations and the quality of work of personnel.
- Prevent abnormalities in procurement operations from occurring and handle them promptly and appropriately.

Supplier evaluation

According to the company's supplier evaluation operating procedures, through appropriate supplier evaluation operations, we can carefully define the methods used to select suppliers, and establish a close working relationship and feedback system to ensure that the purchased raw materials and finished products are , Semi-finished products are managed if they meet the order or meet the quality assurance requirements.

All raw materials, finished products, and semi-finished products required by our company for mass production must be sample approved and evaluated before they can be purchased. It is sponsored by the purchasing unit, and when necessary, an evaluation team will be formed together with R&D, quality assurance and other units to perform the evaluation work. The evaluators conduct an evaluation investigation on the supplier's quality system, production capacity equipment, technology, and operation management, fill in the evaluation results into the "Supplier Evaluation Report Form"/"Supplier Evaluation Form", and record it on the information card Log in.

Evaluation criteria and scoring

The company will rate each supplier based on evaluation items (such as quality capabilities, delivery punctuality, service level, etc.). Each item is calculated by score, and the final score is used to differentiate supplier levels.

Evaluation result processing

Qualified suppliers: retain their qualifications as qualified suppliers and can continue purchasing.

Suppliers needing improvement: Improvements are required, and qualified supplier status can be restored only after passing the re-evaluation.

Unqualified suppliers: directly cancel their qualifications as qualified suppliers and

remove them from the supplier list.

The pass rate of storage memory and display connection supplier assessment in 2023 is 100%, and all are qualified suppliers. Suppliers of the Memory Business Group and Phoenix Company meet the company's conditions for exemption from evaluation because none of the procurement projects are produced by the suppliers themselves, or the procurement projects are not yet in mass production and are only for research and development needs. There is a situation of supplier evaluation.

Handling special circumstances

Suppliers that have passed the ISO 9000 series or other international certifications, or suppliers with customer designation, exclusive supply, or intellectual property rights, will be directly included in the qualified supplier list depending on the specific circumstances.

Suppliers are re-evaluated regularly (every six months), including quality, delivery and service performance, to ensure continued compliance with company standards.

Proportion of local procurement by suppliers in 2023

Taiwan	Storage Business Group	Memory Business Group	Morelink	Phoenix
Proportion of local purchasing	76%	64%	68%	100%
Proportion of non-local purchases	twenty four%	36%	32%	0%

Conflict Minerals Management

We promise not to use any products, any materials, packaging materials, components and finished products provided by suppliers with "conflict minerals" from Congo and surrounding countries and regions. No matter in product materials or processes, we

will never use sources from The Democratic Republic of the Congo or its neighboring countries use conflict minerals mined in armed conflicts, illegal or poor working conditions.

Suppliers must provide materials that comply with the requirements of RoHS, restricted substances in parts and materials, and other relevant environmental directives. Suppliers must conduct regular supplier environmental surveys every year and retain written information to understand the current status of supplier environmental management and grasp the significant impact on the environment. supplier. Suppliers are required to purchase non-conflict raw materials and avoid using conflict minerals, which may indirectly cause human rights violations and violations of national or international laws.

UNIFOSA looks for excellent suppliers and implements them in accordance with the "Supplier Development and Evaluation Operating Procedures". We promise not to accept "conflict minerals" from Congo and surrounding countries and regions into the products we produce. Conflict minerals include gold (Au), tantalum (Ta), tin (Sn), tungsten (W) and cobalt (Co). The company requires suppliers to investigate and trace the sources of conflict minerals contained in all products (including smelting). Factory), requiring these metals to come from qualified smelters recognized by RBA (EICC) to ensure that these metals do not come from conflict mining areas, and communicate this requirement to ban conflict minerals to their upstream suppliers for compliance.

2.5 Information Security Management

impact

In the ever-changing network security threats, the impact of new risks and attacks on information security is pervasive. In recent years, network attacks have continued, such as DDos (Distributed Denial of Service) attacks, ransomware, social engineering attacks, fake websites, etc. . These cyber attacks illegally invade the company's internal network system, disrupting the company's operations and damaging the company's goodwill. In the event of a serious cyber attack, the company's system may lose important company data, and the production line may also be shut down because the attack problem is not resolved.

Cyberattacks may also attempt to steal a company's trade secrets , other intellectual property and confidential information, such as the proprietary information of customers or other interested parties and the personal information of employees. Malicious hackers can also try to introduce computer viruses, destructive software or ransomware into the company's network system to interfere with the company's operations, regain control of the computer system to blackmail the company, or snoop on confidential information. These attacks may cause the company to compensate customers for delays or interruptions in orders; or it may require the company to bear huge costs to implement remediation and improvement measures to strengthen the company's network security system; it may also cause the company to have confidentiality obligations due to its involvement We will bear significant legal liability for related legal cases or regulatory investigations resulting from the leakage of customer or third-party information .

policy commitments

The company firmly believes that "information security is the only law for customer trust and satisfaction " as the highest guiding goal of information security. In order to ensure the goal of information security, the company implements the awareness and action principles of information security so that its information security management system can Establish and maintain policies related to information security as follows:

- (1) Provide a safe and stable information environment to ensure the continued operation of the company's business operations.
- (2) Improve the confidentiality and security of the company' s operating assets and

information to control and prevent information security risks.

action to take

1. Establish firewalls, email filtering systems, Trojan and virus detection mechanisms, endpoint active protection systems and other mechanisms to block them. In addition to conducting regular internal vulnerability scans and patching program vulnerabilities.
2. Regularly conduct local and off-site backups of important systems and data to ensure that data is encrypted and reduce the risk of data corruption, so as to maintain the company's important information environment and reduce the risk of intrusion into the company's external network.
3. An information security conference is held every year.
4. Conduct information security drills from time to time (including weak scanning and disaster recovery)

Target

short term goals

1. Improve employees' awareness and prevention capabilities of information security threats.
2. Conduct regular risk assessments and tests to ensure company systems and processes are resilient to threats.
3. Ensure the security of company systems and data from unauthorized access, use, disclosure, destruction or loss.
4. Raise awareness among customers, suppliers and employees of the importance of information security.
5. Join organizations such as the Taiwan Computer Network Crisis Management and Coordination Center (TWCERT) to collect information security early warning information and grasp information on information security threats and vulnerabilities.

mid- to long-term goals

1. Continue to invest resources to improve the company's information security standards.
2. Continue to strengthen the functions of the information security management team.

Evaluation mechanism

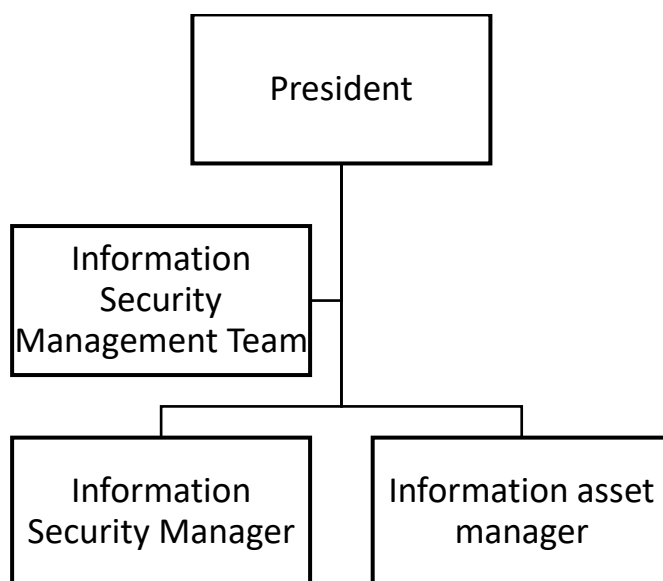
<ol style="list-style-type: none"> 1. The Information Department has established information security-related inspection procedures and relevant inspection documents to ensure the safe operation of the system. 2. The internal audit of the company's information security supervision is carried out by the audit office, and the external audit is audited by accountants. Through regular inspections of internal and external audits, and tracking of improvement results, information security risks are reduced .
performance results
This year's performance results showed that no information security risk incidents occurred, and the recovery test of the computer system was completed.
Stakeholder negotiation
Please refer to the chapter "1.3 Identification and Negotiation of Stakeholders "

Information Security Management Framework

In view of the fact that the losses that may be caused by information risks may be difficult to estimate , in order to effectively implement information security policies and related management plans, the company has established a cross-department "Information Security Management Group" convened by the general manager. The Information Department is responsible for leadership and planning, and other Relevant units cooperate in implementation, and implement and operate the information security management system in a systematic and organized manner through the organization's division of responsibilities and task grouping to respond to and establish policies and preventive measures required for information security. The organizational structure and division of responsibilities of the team are as follows:

- (1) Convener: The top manager of this group, served by the general manager, is responsible for approving information security policies, providing resources, and reviewing important information security measures .
- (2) Information Security Manager: The deputy general manager of the Information Department is responsible for formulating information security policies, planning, coordination, implementation, review and improvement of the information security management system.
- (3) Information asset manager: The information asset manager of each business group is responsible for planning and implementing various information security control

measures to protect the security of information assets, including risk assessment, risk processing and implementation of information security control measures.



Information Security Management Policy: "Information security is the only rule for customer trust and satisfaction . 』

All personnel of the company will uphold the spirit of "Information security is the only rule for customer trust and satisfaction " and ensure that the confidentiality, integrity and availability of customer and company information assets are effectively protected through continuous efforts and improvements.

Policy content:

In order to strengthen information security management, ensure the confidentiality, integrity and availability of the associated information assets, so as to provide the company's business continuity operating environment, and comply with the requirements of relevant laws and regulations, so as to protect it from internal and external intentional or accidental attacks. Threats specified in this policy.

ISO 27001 Information Security Management System

As a first-line professional manufacturer that provides customers with integrated solutions and technical support, UNIFOSA Technology is well aware of the importance and impact of information system security on corporate operations. UNIFOSA Technology has systematically established an information security protection mechanism through ISO / IEC 27001 information security certification provides

enterprises and customers with safer and more reliable information services. It is audited by an external impartial third party every year to ensure that the company implements the ISO 27001 management mechanism.

Information security management mechanism

1. Specific management plan

(1) Regularly review the company's information hardware and environment to ensure the prevention of possible information security management risks.

(2) Regularly assess the risks of internal man-made and external environmental changes that may endanger the company's capital security to ensure the stable operation of the company's operations.

(3) Establish and enhance the information security risk awareness of the company's employees to ensure that all colleagues truly comply with information security related regulations and prevent possible information security risks.

(4) Strengthen the legal protection of information security through the company's permanent legal advisors.

2. Security control of online services:

After being authorized, network users can only access network resources within the authorized scope.

3. Management of network information:

Business information or documents with sensitive and confidential levels must not be stored in public data areas. If there are special needs, strengthened security control mechanisms must be adopted.

4. Network connection operations:

The goal of maintaining network security is achieved by separating areas, hiding information, and limiting services.

5. Network system channel settings:

The plan for setting up network segmentation should comply with the regulations on physical segmentation of internal and external networks

6. Network security management operations:

The application service system network and the Internet are separated by a firewall (router).

Education and training plans related to information security issues

Based on the company's subsequent operational policies and needs, internal and external training are implemented. The training content includes information security policy and information security general course training (information security policy, information security legal requirements, information security operating procedures, access control specifications, network Safe use, publicity of information security incidents and publicity of information security-related laws, etc.) internal and external information security cases, share relevant information to enhance employees ' awareness of information security , improve employee security awareness, propose training needs and plans every year, and Implemented in accordance with the annual education and training plan.

Response measures for information security incidents

In order to ensure that when an information security incident occurs, it can be reported quickly and in accordance with the procedures, and necessary contingency measures are taken and an incident learning mechanism is established to reduce the damage caused by the incident. All personnel are responsible for reporting suspected information security incidents immediately. And the abnormal events will be classified and notified according to the degree of impact. Carry out incident emergency response operations, incident troubleshooting operations, system recovery operations, corrective measures, and conduct incident review and learning as reference information for internal information security promotion and incident prevention.

information security incidents in 2023 , nor did it receive any complaints about customer privacy violations or loss of customer information.

2.6 Product quality and safety

impact
High-quality products are an important cornerstone for enterprises to maintain customer trust and loyalty. If product quality management is poor, defective products will easily flow out to customers, which will lead to customer complaints due to an increase in customer defect rates, which will lead to heavy work and replacement of goods. , the return operation increases operating costs, customer satisfaction declines, affects goodwill, weakens the competitiveness of products in the market, and reduces the company's sales.
policy commitments
UNIFOSA Technology takes the company's quality policy of "professional improvement, product harmlessness, and customer satisfaction" as its core values and continues to improve the company's technical capabilities and the professional quality of its employees to ensure that the professional level and technical content of product quality are continuously improved, and the materials are in line with the human body's insufficiency It has anti-harm characteristics and can functionally meet market trends and customer requirements, thereby improving customer satisfaction and loyalty.
action to take
<ol style="list-style-type: none">1. Business environment strategic goals, including various quality goals (indicators), are set every year and reviewed.2. Inspect the complete production process of newly developed products, including incoming material inspection, in-process inspection, and finished product inspection to ensure product quality.3. According to customer needs, we optimize the product testing process and update product testing conditions to ensure that our products meet the product quality required by customers.
Target
<ul style="list-style-type: none">• Short term goals:<ol style="list-style-type: none">1. (UNIFOSA Technology) continues to follow the ISO 9001 quality management system Continue to follow the company's internal audit and internal control quality management system

<p>2. (Phoenix Hi-Tech) products continue to obtain OEKO-TEX®STANDARD 100 certification</p> <p style="padding-left: 40px;">Continue to obtain and maintain ISO 9001 quality management system certification</p> <p>3. (Morelink Technology) continues to obtain and maintain ISO 9001 quality management system certification</p> <ul style="list-style-type: none"> ● Mid- to long-term goals: <p>1. Continue to obtain ISO 9001 quality management system certification or follow this system</p>
<p>Evaluation mechanism</p>
<p>1. The company formulates quality policies and various management objectives based on ISO 9001 quality management system and other requirements, and entrusts BSI British Standards Institute to conduct external audits every year.</p> <p>2. Conduct monthly reports every month; conduct quarterly inspections every quarter, conduct annual internal audits every year, and convene management review meetings for review and continuous improvement</p>
<p>performance results</p>
<p><u>UNIFOSA Neihu</u> : 2015 quality management system renewal in 2023</p> <p><u>Phoenix Hi-Tech</u> Passed ISO 9001: 2015 quality management system renewal in 2023 Passed OEKO-TEX®STANDARD 100 verification in 2023</p> <p><u>Morelink Technology</u> Passed ISO 9001: 2015 quality management system renewal in 2023</p>
<p>Stakeholder negotiation</p>
<p>Please refer to the chapter "1.3 Identification and Negotiation of Stakeholders "</p>

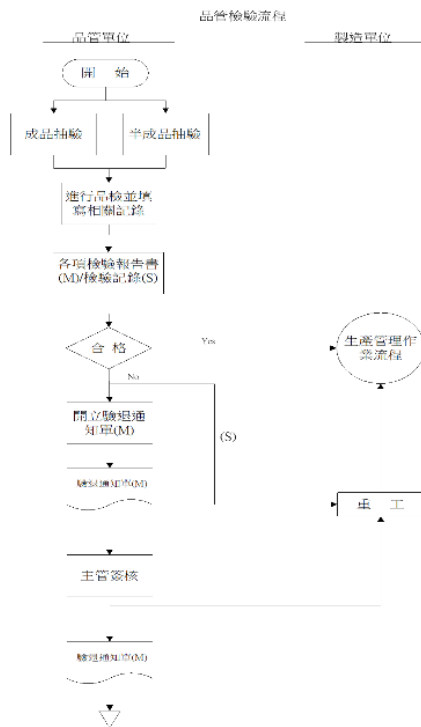
Quality Management Policy

Shang Cheng's quality policy takes "professional improvement, product harmlessness, and customer satisfaction" as the company's core values. Good product quality and management systems are crucial to corporate development. To this end, we continue to improve the professional quality and technical capabilities of our employees. , requiring personnel to follow the procedures of the quality management manual,

establish a sound quality management team, keep abreast of the pulse of the consumer market, and pay attention to the trend of green products. Organizationally, we have a production department and a quality control department responsible for production scheduling, product quality maintenance, quality system management and inspection operations. The technical support department then solves customer product technical problems to ensure that product performance and quality can satisfy customers. Expectations for quality improve customer satisfaction and brand loyalty.

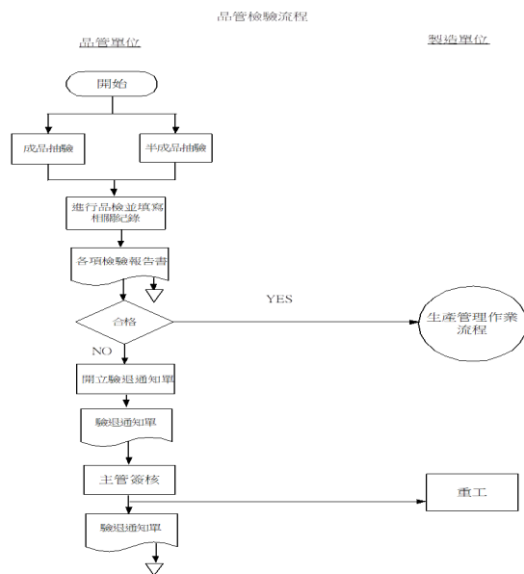
Quality inspection process

- Shang Cheng (Neihu)
 1. The quality control unit conducts product quality random inspections on semi-finished products and finished products during the production process. During the random inspections, the "Process Inspection Operating Procedures" and "Final Inspection Operating Procedures" (Memory Business Group)/"Incoming Material Inspection and Testing Operating Procedures" and "Process Inspection and Testing Operation Procedures" (Storage Business Group) procedures for quality judgment.
 2. Semi-finished products that are judged to be qualified will continue the subsequent production process, and finished products that are judged to be qualified will be put into storage according to the "warehousing operation process".
 3. If the memory business group is judged to be unqualified by quality control , the quality control unit will issue a " rejection notice " and be signed by the unit supervisor before reprocessing. After the reprocessing is completed, it will be sent back to the quality control unit to undergo the above-mentioned quality control inspection again. Operation; if the storage business group is judged to be unqualified by quality control , it will be returned to the manufacturing unit for re-work , and then sent back to the quality control unit to conduct the above-mentioned quality control inspection operations again.



- Phoenix Hi-Tech

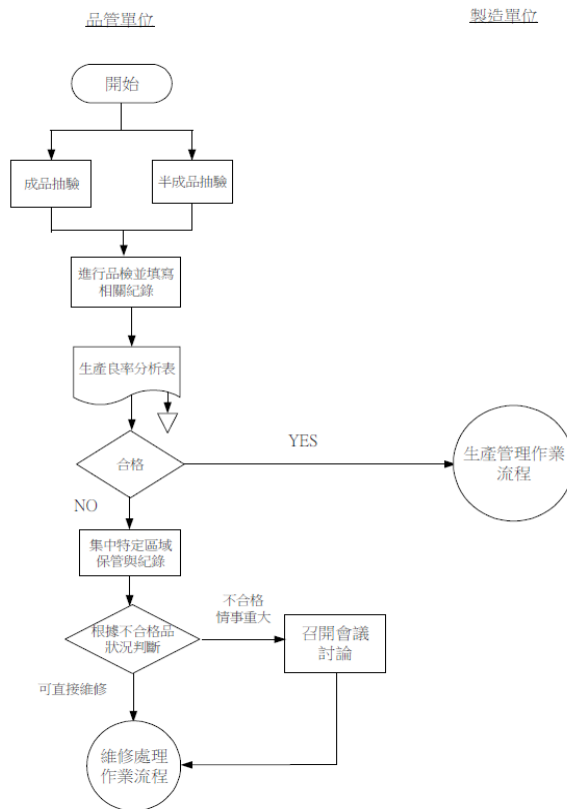
1. The quality control unit conducts product quality random inspections on semi-finished products and finished products during the production process. The random inspections follow the "Process Inspection Operating Procedures" and "Final Inspection Operating Procedures" (Memory Business Group)/"Incoming Material Inspection and Testing Operating Procedures" and "Process Inspection and Testing Operation Procedures" (Storage Business Group) procedures for quality judgment.
2. Semi-finished products that are judged to be qualified will continue the subsequent production process, and finished products that are judged to be qualified will be put into storage according to the "warehousing operation process".
3. If the memory business group is judged to be unqualified by quality control, the quality control unit will issue a "rejection notice" and be signed by the unit supervisor before reprocessing. After the reprocessing is completed, it will be sent back to the quality control unit to undergo the above-mentioned quality control inspection again. Operation; if it is judged to be unqualified by quality control, it will be returned to the manufacturing unit for rework, and then sent back to the quality control unit to conduct the above quality control inspection operations again.



- Morelink Technology

1. The quality control unit conducts product quality random inspections on semi-finished products and finished products during the production process. During the random inspections, quality judgments are made according to the procedures of the "Production Management Procedure Book" and "Quality Assurance Management Procedure Book" and recorded in the "Production Yield Analysis Form".
2. Semi-finished products that are judged to be qualified will continue the subsequent production process, and finished products that are judged to be qualified will be put into storage according to the "warehousing operation process".
3. If the quality control determines that the unqualified products are unqualified, the unqualified products must be stored and recorded in a specific area. The quality control unit will judge the unqualified products based on their status and transfer them directly to maintenance personnel based on the analysis of the "Production Yield Analysis Table". Carry out repair/rework; if the non-conformity is serious, convene a meeting with the R&D unit or relevant units to discuss. Based on the results of the meeting, the unqualified product will be handed over to maintenance personnel for repair/rework, and the product will be returned after the repair/rework is completed. The management unit shall re-carry out the above quality control inspection operations.

品管檢驗流程



Product Inspection and Green Products

UNIFOSA, Phoenix High-tech and Morelink Technology all follow the ISO 9001 quality management system regulations, formulate quality policies and various quality management systems, and 架構 manage them in accordance with the requirements of the quality management system 以確保 to maintain the effectiveness of the company's quality management system · 生產之產品品質符合公司要求.

The management of hazardous substances in green products of UNIFOSA Technology Memory Business Group follows the specifications of ROHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Licensing and Restriction of Chemicals), and reports to the EU ECHA (Registration, Evaluation, Licensing and Restriction of Chemicals) every month. Registration, Evaluation, Licensing and Restrictions Regulations) to see if there is a new list. As of the end of December 2023, there are a total of 59 items in the official list requiring authorization, and a total of 233 items in the candidate list of substances requiring authorization. The ingredients of the company's products are not yet included in the list.

processes of storage-related products are in compliance with RoHS2.0 Directive

2011/65/EU and 2015/863/EU hazardous substances requirements. In the procurement of raw materials, the supplier's processing plant is also required to provide raw materials that comply with RoHS.

(polypropylene) breathable film product process and products of subsidiary Phoenix Hi-Tech do not contain fluoride ingredients, will not cause harm to the human body, and have environmental advantages. They will pass the OEKO-TEX® STANDARD 100 standard certification in 2021. The OEKO-TEX mark is one of the world's most famous textile industry marks. It is used to detect whether harmful substances that affect human health remain in textiles and garments, and serves as a reference for people to purchase environmentally friendly textiles.

The products of the subsidiary Morelink are all produced using lead-free and halogen-free processes. In the procurement of raw materials, there have been no statistics and records related to hazardous substances in the past. If the customer has other requirements, Morelink will find raw materials that meet the customer's specifications and legal requirements.

Our company's materials, semi-finished products and finished products all have quality inspection standards. All products undergo quality inspection during the production process to ensure that our products do not pose risks to the health and safety of our customers. There were no violations of health and safety regulations and voluntary protocols regarding products and services in 2023.



Morelink Technology ISO 9001 Certificate



UNIFOSA, Phoenix Hi-Tech ISO 9001 certificate; Phoenix Hi-Tech OEKO-TEX® STANDARD 100 certificate

Main product output

business group	Main products	2021 production	2022 production	2023 production
memory business	memory module	3,568	1,946	1,450 pieces
storage business	disk array	1,167 units	1,114 units	1,424 units
Morelink	Repeater	2,403 units	2,378 units	10,073 units
Phoenix	breathable membrane	2,010 meters square	1,280 meters square	1 60 meters square

Product Marketing and Labeling

In 2023, there were no violations of the information and labeling regulations or voluntary agreements on products and services, nor were there any violations of regulations or voluntary agreements on marketing communications (including advertising, promotion and sponsorship).

2.7 Product innovation and R&D

impact

Market competition: Continue to invest resources in innovation and research and development to improve product competitiveness, expand market share, and maintain a certain gap with competitors.

Technological progress: Pay close attention to the technological development trends of the industry and promptly adjust our R&D direction and strategies to respond to the challenges and opportunities brought about by technological changes.

Product innovation: Continuously seek opportunities for product innovation, including innovation in product functions, performance, appearance, etc., to meet the changing needs and expectations of customers.

Talent training: Talent is the core competitiveness of innovation and R&D. We attach great importance to talent training and introduction, establish an excellent R&D team, provide a good learning and development platform, and attract and retain outstanding talents.

Risk management: Carefully manage the risks of innovation and R&D activities, avoid blindly investing resources and energy, ensure the success rate and benefits of R&D projects, discover and respond to risks in a timely manner, and reduce the impact of uncertainty.

policy commitments

Innovation and R&D are one of the core driving forces for corporate development. Under the quality policy of "Professional Improvement, Customer Satisfaction", we continue to carry out technological innovation, product research and development, and quality assurance to achieve the goal of customer satisfaction.

action to take

Establish an innovation team: continue to improve professional capabilities, focus on technological innovation and product research and development, explore new product concepts, and find innovative solutions.

Strengthen technical research: Focus on conducting research in technical fields with high market prospects and application value, including the evaluation and application of new technologies, as well as the optimization and improvement of existing technologies, to enhance our technical competitiveness and market position.

Optimize product design: Continuously optimize product design and development processes, focusing on improving product functionality, reliability and ease of use, understanding customer needs and continuously improving product design based on customer feedback.

Target

Short term goals:

Maintain the competitive advantage of innovative technologies and encourage colleagues to continuously improve their engineering capabilities and develop new technologies.

Mid- to long-term goals:

In response to the trend of sustainable development, future product design will take "introducing low-carbon products and moving towards a circular economy" as the mid- to long-term goal.

Evaluation mechanism

When holding a "new product development meeting", confirm the achievement of goals at the same time

performance results

In 2023, NAS/iSCSI network storage in storage-related products has been developed and updated to replace the 5Bay desktop and 2U rack-mounted 8bay server chassis. The original NAS motherboard with Intel B460 series chipset has been updated to Intel H410 series chips and can be used. The original supply of common materials for processors and memory modules can be used to install and update the disk backplane of the 5Bay desktop platform series. The original SATA Port-Multiplier one-to-five update design is SATA five-to-five motherboard to hard drive. Dish backplane is not limited to the speed of one SATA port.

In terms of memory products, the new generation PC5 unBuffer DIMM DDR5-5600 x8bit series module products have been developed in 2023.

In terms of Phoenix products, in response to market demand in 2023, a two-component composite membrane of PP and PU has been developed to provide customers with high water pressure resistance.

In terms of exhibition products, a total of 6 products were developed in 2023 and obtained relevant product certifications.

Stakeholder negotiation
Please refer to the chapter "1.3 Identification and Negotiation of Stakeholders "

UNIFOSA Technology was founded in 1994 and specializes in the design, development, manufacturing and sales of memory. With the concept of continuous innovation, refinement and careful management, we have grown steadily and thrived. UNIFOSA has strong R&D capabilities and keen market information, and meets the needs of different users with diversified products, allowing us to occupy a leading position in the memory market.

In order to enable the company's product development to continue to maintain the momentum of innovation, the company has set up a " knowledge management system ". Each unit in the company uploads relevant industry news and allows colleagues to retrieve it in the system, so as to brainstorm and develop in the new era. All aspects of product development can be in line with market trends, thereby enhancing the company's competitive advantage.

Innovative R&D strategy

Technology frontier exploration: pay close attention to communication development trends and standards, actively explore the application value of new technologies, and fully prepare for the future development of the enterprise.

Product differentiation design: Focus on product differentiation design and enhance product innovation and uniqueness to meet the changing needs of customers and the diversified needs of the market.

Transformation of technological achievements: Patent layout of key technologies and transformation of research and development results into actual products and services to promote technological innovation and industrial upgrading.

Open innovation: Advocate an open innovation model, share resources and technology with external partners, accelerate the innovation process, and achieve win-win results.

Innovative R&D results

In the storage related products section, NAS/iSCSI network storage has been developed and updated to replace the 5Bay desktop and 2U rack-mounted 8bay server

chassis. NAS motherboards with original Intel B460 series chipsets can continue to use the original ones when updated to Intel H410 series chips. The supply of common materials for processors and memory modules can install and update the disk backplane of the 5Bay desktop platform series . The original SATA Port-Multiplier one-to-five update design is a SATA five-to-five motherboard to hard disk backplane. The board is less likely to be limited to the speed of one SATA port. This updated proNAS model is not only suitable for mid- to low-end NAS file server applications, it can also be used as a network storage device for NVR surveillance video equipment, providing enterprises with a stable and secure network storage device. In the coming years, the company will still evaluate the level of customer demand, focusing on the new generation of integrated storage device interface NVMe solid-state drives or SAS/SATA/ NVMe Tri-mode RAID storage device interfaces to provide higher storage data transmission Speed and PCIe Gen 4/5 and DDR5 new generation Intel motherboard bus high-speed storage interface storage and development of NAS and other related products.

In terms of memory products, with the introduction of new computer processors, major motherboard suppliers have successively launched motherboards that support DDR5 memory modules. The specifications of DDR5 memory modules are 1.5 times higher than those of the previous generation DDR4. As the operating clock of the memory increases, the circuit design of the module PCB used to assemble the memory particles is also quite high. important part. The company relies on its long-term accumulated R&D capabilities and process experience in self-development and design, so that the designed module products not only meet the technical requirements of high integration , high frequency and high speed, but can also effectively match the speed and characteristics of the memory to achieve Due specification requirements.

In terms of Phoenix products, waterproof and breathable clothing products are trending towards lightness and thinness. As the fabric becomes lighter and thinner, the water pressure resistance will naturally decrease. In order to provide the water pressure resistance of light and thin fabrics, as a fabric that provides waterproof pressure and breathability. Wet functional films must provide higher water pressure resistance. In 2023, in response to the market trend toward thinner and lighter films, Phoenix used its

rich experience and development capabilities to develop a two-component composite film of PP and PU to provide customers with high water pressure resistance.

Morelink's product portfolio is based on SDR software radio. Based on SDR technology, it uses software to develop Digital Repeater interference elimination, frequency band setting, gain adjustment, multi-antenna control, etc., and assists customers in developing customized software radio platforms for military product development. With the evolution of 3GPP standards, 6G mobile communication standards have formulated standards related to Smart Repeater. Morelink has applied for six patents related to Adaptive Repeater Gain Control and Smart Repeaters. It continues to carry out innovative research and development and gradually develop Repeater from digital to intelligent.

Morelink will develop 6 products in 2023 as follows:

1. Panther, used in large tile machine products and sold separately
2. Luna ICS-110RM, provided to New Zealand customers for verification testing
3. Aurora ICS-112RM, provided to New Zealand customers for verification testing
4. Terra ICS-112M, provided to US customers for verification testing
5. Aurora MB-309, sold to European customers
6. Terra ICS-215, provided to European customers for validation testing

And obtained the following certifications:

1. MB-205-B20B3-C CE certification
2. DHB-201-B3B1-A NCC IS ALL type approval
3. DHB-201-B28B1-A NCC IS ALL type approval
4. DHB-201-B3B1-A NCC ISG013 Information Security Certification
5. DHB-201-B28B1-A NCC ISG013 Information Security Certification

Patent application

The company is committed to innovative research and development, and patents are one of the key achievements of technology research and development. Since 2022, Morelink has filed two US patent provisional applications (Provisional Application, PA), including Adaptive Repeater Gain Control and Smart Repeaters. In 2023, these two PAs will be officially The applications include 6 U.S. patent applications.

two invention patents for disk array protection devices and fixtures . The patent rights are valid until December 2024 and February 2025.

Industry-university cooperation

with universities and scientific research institutions to assist companies in technology research and development and solve technical problems, and promote the in-depth integration of technological innovation and industrial development. Industry-university cooperation can help promote technological innovation and industrial upgrading, promote the in-depth development of industry-university-research cooperation, and enhance the competitiveness and sustainable development capabilities of enterprises.

have been conducting industry-university cooperation with Yuanze University from 2019/12/1 to the present (a contract is signed annually) to enhance technology and testing capabilities, including: integrating 5G NR VSG / The VSA platform conducts technical cooperation such as 5G digital repeater testing, discussion and resolution of impedance mismatch issues between RF connectors and circuit boards.

Business Secret Protection Policy

In order to protect confidential information, the company has formulated "Employee Confidentiality Management Measures" and "Smart Information Security Control and Confidentiality Inspection Measures" to protect the privacy, confidentiality and rights of customers and the company. The information provided by customers is extremely important and sensitive information, and we will ensure that customer information is not leaked, stolen or misused. In addition, the employee handbook has a " Business Conduct Code " clause, which includes the protection of conflicts of interest, fair dealing, press releases, computer software and intellectual property rights, so that both employers and employees can have a basis.

2.8 Customer relationship management

impact

Supply Chain Impact: We recognize that various links in the supply chain have an important impact on our customer relationship management. Therefore, we strive to establish a stable and reliable supply chain to ensure timely delivery of high-quality products and services to meet customer needs.

Impact of product and service quality: We know that the quality of products and services directly affects customer satisfaction and loyalty. Therefore, we will continue to improve the quality of our products and services and strengthen quality management and control to ensure that customers receive high-quality product and service experience.

policy commitments

Our quality policy is "Professional Improvement, Customer Satisfaction" . We regard customer relationship management as a key strategy and adhere to the following policy commitments:

Professional improvement: We continue to conduct training and continuously improve the professional level and skills of our employees to provide more professional and better services to ensure that our team has the latest product knowledge and industry information, and can fully meet customer needs and expectations .

Customer satisfaction: We will be customer satisfaction-oriented and continuously improve our products and services to enhance customer satisfaction and loyalty, and adhere to product quality standards and service commitments to ensure that customers receive high-quality products and excellent services experience.

Transparent communication: We promptly respond to customer questions and feedback to ensure that customers understand our products and services and participate in the process of product development and service improvement.

action to take

Provide diversified communication channels so that customers can communicate with us at any time and respond to customer questions and feedback in a timely manner.

We regularly evaluate customer satisfaction every year, continuously improve our products and services based on feedback information, and handle customer

complaints and opinions in a timely manner to ensure customer satisfaction and loyalty.
Target
Short term goals: <ul style="list-style-type: none"> ● Maintain customer satisfaction Mid- to long-term goals: <ul style="list-style-type: none"> ● Maintain customer satisfaction at 90%
Evaluation mechanism
A "Customer Satisfaction Survey" is issued to key customers once a year to improve deficiencies or make improvements based on customer opinions.
performance results
(Shang Cheng) The response rate of the 2023 customer satisfaction survey reached 100%, and the customer satisfaction result was 93.93 % . (Phoenix) The response rate for the 2023 customer satisfaction survey reached 67%, and the customer satisfaction result was 90%. (Morelink) The response rate of the 2023 customer satisfaction survey reached 60%, and the customer satisfaction result was 81.27%
Stakeholder negotiation
Please refer to the chapter "1.3 Identification and Negotiation of Stakeholders "

UNIFOSA Technology Storage Group is a manufacturer of network storage equipment. It develops, designs, produces and sells network storage/cloud storage solutions with innovative technology and excellent quality. Its products have won major awards at home and abroad. The products are used in monitoring, data centers, In various markets such as the cloud and multimedia audio and video, which require high-performance storage solutions, the products are not only marketed in Taiwan but also exported to mainland China, Asia-Pacific, Europe and the United States. UNIFOSA Technology adheres to the concept of providing customers with the highest quality services, and provides software and hardware integrated products and professional system integration services with rich practical experience and excellent technology. At the same time, UNIFOSA Technology specially introduces foreign data protection software to provide defense mechanisms to reduce corporate information security risks . To provide a complete set of solutions from solution design to system installation, information security planning , and system center management.

customer relationship management strategy

The company's customer service strategy aims at customer satisfaction and the establishment of long-term customer relationships, and plans and methods to provide excellent customer experience, meet customer needs, establish good customer relationships and promote business growth through continuous improvement and innovation. The company's customer service strategy includes the following key elements:

Customer orientation: Put customers at the center of corporate decision-making and gain a deep understanding of their needs, preferences and expectations in order to provide better services and products.

Multi-channel support: Provide multiple communication channels, including website, email, social media, phone and live chat, so that customers can easily contact the company when needed.

Training and Development: Provide ongoing training and development opportunities to the customer service team to increase their skill level and better handle customer issues and needs.

Personalized services: Utilize customer data and analytical tools to provide customers with personalized services and suggestions to enhance customer experience and improve customer satisfaction.

Feedback mechanism: Establish an effective feedback mechanism, collect customer opinions and suggestions, and actively respond to customer feedback to continuously improve service quality.

Problem-solving skills: Establish an effective problem-solving mechanism to quickly resolve customer issues and concerns and ensure customers feel valued and respected.

Brand Consistency: Ensuring customer service is consistent with corporate brand values and image, thereby strengthening brand loyalty and trust.

Continuous improvement: Continuously monitor and evaluate customer service processes and look for opportunities for improvement to ensure continuous improvement of customer experience.

Customer demand analysis: Through customer feedback and communication, we understand customer demand changes and potential needs to provide products and services that are closer to customer needs.

Customer service priority: always take customer satisfaction as the ultimate goal and

provide high-quality and efficient customer service. We will establish a sound customer service process and system to ensure that customer needs can be met in a timely manner.

Diversified service channels: We provide diversified service channels, including customer service hotlines, emails, faxes, etc., to meet customers' different communication and service needs. We will continue to optimize service channels and improve customer service experience.

Customer complaint management: With regard to the customer complaint management mechanism, we collect, process and respond to customer complaints and opinions in a timely manner, systematically manage customer complaints, actively handle and solve customer problems, and improve customer satisfaction and loyalty.

customer satisfaction survey

1. Business staff prepare a "Customer Satisfaction Survey Form" for products and services, etc., and send it to customers at the end of each year for an annual satisfaction survey.
2. The business unit collects and compiles the "Customer Satisfaction Survey Form", collects customer opinions, and prepares a "Customer Satisfaction Survey Analysis Report".
3. After the "Customer Satisfaction Survey Analysis Report" is reviewed by the supervisor, the business unit collaborates with relevant units to provide improvement countermeasures and measures for customer dissatisfaction items.
4. Improvement countermeasures will be implemented after approval by the business manager and business supervision manager.
5. Business personnel should track the implementation results of various improvement measures and report the results to the general manager/business supervisor.
6. Customer satisfaction survey reports and results must be reported to the Management Review Committee.

UNIFOSA's 2023 customer satisfaction survey reached 100%, and the customer satisfaction result was 93.93%; the response rate of Phoenix's customer satisfaction survey reached 67%, and the customer satisfaction result was 90%. ; Morelink issued a customer satisfaction questionnaire for the top 10 customers in terms of shipment

value in 2023, and received a total of 6 customer responses. The customer satisfaction survey result after weighting adjustment based on turnover was 81.27%.

Customer communication channel

- UNIFOSA Memory Business Group
Contact person: Ms. Guo
Tel: (02) 87971108 extension 1606
Email: sales@unifosa.com.tw
- UNIFOSA Storage Business Group
Contact person: Ms. Li
Tel: (02) 29148001 extension 2394
Email: info@proware.com.tw
- Phoenix Hi-Tech
Contact person: Mr. Wu
Tel: (03) 3181598 extension 3001
Email: Johnson.wu@pimi.com.tw
- Morelink Technology
Contact person: Mr. Xu extension 801 (Greater China), Ms. Xie extension 132 (overseas)
Telephone: (0 2) 27138250
Email: sales@morelinktek.com.tw

Customer complaint handling process

a customer complains to a business unit or quality control unit, the unit understands the problem and submits the customer complaint to the supervisor for approval. After the supervisor signs off, it is handed over to the quality control unit for preliminary investigation to determine the responsibility. If it is determined that the responsibility belongs to the customer, the business unit will notify the customer of the processing results. If the customer complaint is determined to be valid, the quality control unit will confirm the relevant problems and analyze the causes with the responsible unit and develop improvement suggestions, and the responsible unit will propose corrective and preventive measures. After the quality control unit submits the above conclusion to the supervisor for approval, the business unit or quality control unit will hand over

the customer complaint handling results to the customer and inform the relevant resolution methods.

Customer privacy

The company received no complaints related to infringement of customer privacy or loss of customer information in 2023.

CH3 Happy Workplace and Social Prosperity

3.1 Happy workplace

impact

1. Positive impact

1. Improve the company's competitiveness: If a company can attract and retain high-quality talents, it can improve the company's innovation capabilities, business operation efficiency and market competitiveness. Excellent employees are the key to a company's growth and success.
 2. Improve employee satisfaction and loyalty: Developing effective talent retention strategies and providing a good working environment will increase employee satisfaction and loyalty, which will help reduce the brain turnover rate and save the cost of recruiting and training new employees.
 3. Promote innovation and continuous improvement: Having a stable and diverse employee team can promote the collision of ideas and the sharing of knowledge, thereby promoting innovation and continuous improvement of products, services and processes.
 4. Strengthen company culture and values: By focusing on attracting and retaining talents, cultivating a positive corporate culture that values continuous learning and growth will help attract more ambitious people.
 5. Enhance the company's image and brand value: It can significantly enhance the company's image in the industry and the public, attracting more customers and partners.
- ##### 2. Potential negative impacts
1. Increased labor costs: In order to attract and retain outstanding talents, companies may need to provide higher salaries and benefits, which may increase the company's operating costs.
 2. Risk of cultural mismatch: In the process of attracting talents, if you focus too much on skills and experience and ignore their matching with the company's culture and values, it may cause friction and disharmony within the team.
 3. Management challenges: Maintaining a high-quality talent pool may bring more complex management challenges, including meeting their expectations for career development and work-life balance.
 4. Brain drain: If talent management is poor, such as lack of effective communication, recognition and development opportunities, it may lead to the loss of excellent employees.

5. Increased recruitment and training costs: Brain drain not only results in a loss of knowledge and experience, but also increases the cost of recruiting and training new employees.
6. Lower team morale and productivity: Unfair or opaque talent management practices can lead to employee dissatisfaction and low morale, affecting team cohesion and overall productivity.
7. Damage to corporate reputation: Publicized cases of talent management failures, especially those involving discrimination, unfair treatment or workplace misconduct, can seriously damage a company's public image and appeal.

policy commitments

- Make colleagues willing to stay for a long time and contribute to the company, integrate the future development of the company and the income of colleagues to create an incentive effect, and provide competitive salary remuneration based on personal work value, contribution and work experience.

action to take

1. Set reasonable remuneration
2. In order to improve the technical capabilities of colleagues, develop the talents needed by the company, and move towards sustainable development
3. In addition to physical course training, online courses will also be gradually added for colleagues to apply for training.

Target

Short term goals:Improve employee retention rates

Mid- to long-term goals:Conduct key talent training to enhance employee competitiveness

Evaluation mechanism

The achievement will be confirmed by the management department every year

performance results

1. Total training hours 51 3 hours in 2023, average training hours 5.3 4 H

Stakeholder negotiation

Please refer to the chapter "1.3 Identification and Negotiation of Stakeholders "

Manpower distribution

In 2023, the number of formal employees of UNIFOSA Group will be 96 , including 37 supervisors and 59 general employees. There are no informal personnel, temporary personnel, dispatched personnel, foreign employees, and overseas workers. There are only three outsourced cleaning workers among non-employee workers. In terms of work area distribution, 100% of regular employees are Taiwanese, implementing the company's philosophy of hiring local employees; in terms of gender ratio, the male-to-female ratio is maintained at 1:0.75; and in terms of age distribution, the age of colleagues is between 30 and 50 years old. Suizhi colleagues account for approximately 50% of all employees.

category		Group (UNIFOSA Neihu & Xindian + Phoenix + Morelink)	
		male	female
Position	senior executive	8	1
	mid-level executive	twenty one	7
	General employees	26	33
	total	55	41
Employment type	Permanent employees Note 1	55	41
	Temporary staff Note 2	0	0
	total	55	41
age group	Under 30 years old	4	3
	30-50 years old (inclusive)	26	twenty two
	over 50 years old	25	16
	total	55	41
Diverse composition	Other relevant diversity indicators (e.g. minority or disadvantaged groups)		
	Aboriginal status	0	0
	Disabled people	0	0
	Others (please specify)	1	0
	total	1	0

Note :

1 UNIFOSA has no part-time staff and no guaranteed hours employees

2 In 2023, 7.3% of UNIFOSA's regular employees will be under 30 years old, 50% will be between 30 and 50 years old , and 42.7% will be over 50 years old.

Overview of new and departing employees

During 2023, the total number of new employees in UNIFOSA is 8 (new hire rate 8.33%), 2 resigned employees voluntarily resigned (resignation rate and voluntary resignation rate 2.08%), and the retention rate is approximately 97%, maintaining a healthy Current status of personnel mobility.

category	Number of new employees		Number of employees who resigned	
	Group (UNIFOSA Neihu & Xindian + Phoenix + Morelink)		Group (UNIFOSA Neihu & Xindian + Phoenix + Morelink)	
	male	female	male	female
Under 30 years old	2	2	0	0
30-50 years old (inclusive)	1	2	1	1
over 50 years old	0	1	0	0
total	3	5	1	1

Salary and benefits

The salary of UNIFOSA employees depends on the market conditions of the industry, and takes into account the academic experience and expertise of the subjects. The salary will not be determined based on gender, race, religion, political stance, marital status, etc., and the basic human rights of employees are protected and access to Fair and reasonable remuneration packages. UNIFOSA's salary and benefits fully comply with the relevant regulations promulgated by the government, including minimum wages, working hours, insurance, pensions, etc., to protect the rights and interests of employees.

Salary system

In order to improve the company's salary and remuneration system for directors and managers, UNIFOSA has established an independent remuneration committee in accordance with the "Organizational Rules of the Salary and Remuneration Committee" to assist the board of directors in evaluating and supervising the overall

remuneration policy. The Remuneration Committee listens to the planning and performance reports of the Human Resources Department to implement personnel selection, training and employment, and formulates relevant procedures. The committee meets at least twice a year. The main responsibilities of the remuneration committee are as follows:

1. Regularly review this regulation and make suggestions for amendments.
2. Establish and regularly review the performance evaluation standards, annual and long-term performance targets, and salary and remuneration policies, systems, standards and structures of the company's directors and managers.
3. Regularly evaluate the achievement of performance targets of the company's directors and managers, and determine the content and amount of their individual salary remuneration based on the evaluation results obtained from the performance evaluation standards.

When performing the functions and powers specified in the preceding paragraph, the committee shall do so in accordance with the following principles:

1. Ensure that the company's salary and remuneration arrangements comply with relevant laws and regulations and are sufficient to attract outstanding talents.
2. The performance evaluation and salary remuneration of directors and managers should refer to the normal payment situation of peers, and take into account the results of personal performance evaluation, time invested, responsibilities assumed, achievement of personal goals, performance in other positions, and company The salary remuneration given to people with equivalent positions in recent years is based on the achievement of the company's short-term and long-term business goals, the company's financial status, etc. to evaluate the reasonableness of the relationship between individual performance, the company's operating performance and future risks.
3. Directors and managers should not be led to engage in behavior that exceeds the company's risk appetite in pursuit of salary remuneration.
4. The proportion of remuneration for short-term performance of directors and senior managers and the payment timing of some variable remuneration should be determined by taking into account the characteristics of the industry and the nature of the company's business.
5. The content and amount of the remuneration of directors and managers should be determined with reasonableness in mind. The determination of remuneration of directors and managers should not be significantly inconsistent with financial performance . If there is a significant decline in profits or long-term losses, their remuneration will be The remuneration should not be higher than that of the previous year.
6. Members of this committee are not allowed to participate in discussions and votes on their personal salary and remuneration decisions.

The salary and remuneration referred to in the first two items include cash remuneration, stock options, dividends and stock subscriptions, retirement benefits or severance pay, various allowances and other measures with substantial incentives; their scope should be consistent with the standards for matters that should be recorded in

the annual report of a publicly listed company. The remuneration of directors and managers is consistent.

If the salary and remuneration matters of directors and managers of the company's subsidiaries are subject to the approval of the company's board of directors according to the subsidiaries' hierarchical responsibilities, the committee shall first make recommendations and then submit them to the board of directors for discussion. The company has not yet included sustainable development performance in the evaluation of salary and bonuses. In response to the sustainability trend, it is considering incorporating it into the system in the future.

There are no other major special benefit policies for the remuneration of the company's directors and senior managers. The retirement benefit system is the same as that of ordinary employees. The old system or the new system pension is applicable in accordance with the law.

Operation status of the fifth salary and remuneration committee of the company

meeting date	Discuss the contents of the motion	Resolution result	The company's handling of the opinions of the salary and remuneration committee
Farewell 111.0 6.28 The fifth session first	1. Select the convener and meeting chairman of the fifth salary and remuneration committee of the company	All members present agreed to elect Li Wenjin as the convener and chairman of the fifth salary and remuneration committee of the company.	Implemented in accordance with the resolution of the Salary and Remuneration Committee
111.12.23 The fifth session	1. Review the company's "Organizational	All members present Passed without objection	The proposal was approved by all directors present at

second time	Rules of the Salary and Remuneration Committee"		the board of directors
	2. Review the company ' s " Measures for the Administration of Salary and Remuneration of Directors and Managers"	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	3. Review the company ' s management measures related to salary and remuneration	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	4. Review the company ' s " Director Performance Appraisal Form " and " Supervisor Performance Appraisal Form "	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	5. Review the company' s "Board of Directors Performance Evaluation Method"	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
112.01.13 The fifth session third time	1. Review the annual performance evaluation of the company ' s	All members present Passed without objection	The proposal was approved by all directors present at the board of directors

	directors		
	2. Review the annual performance evaluation of the company ' s managers	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	3. Evaluate and determine the annual year-end bonus payment amount for the company ' s managers	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	4. Evaluate and determine the content and amount of monthly salary remuneration for the company ' s managers	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
112.05.05 The fifth session fourth time	1. Set the content and amount of monthly salary and remuneration for the company ' s new internal audit manager	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	2. Revise the company ' s " Retirement Management Measures"	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
112.12.22 The fifth session fifth time	1. Review the company ' s " Organizational Rules of the Salary	All members present Passed without objection	The proposal was approved by all directors present at the board of directors

	and Remuneration Committee"		
	2. Review the company ' s " Measures for the Administration of Salary and Remuneration of Directors and Managers"	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	3. Review the company ' s management measures related to salary and remuneration	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	4. Review the company ' s " Director Performance Appraisal Form " and " Supervisor Performance Appraisal Form "	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	5. Review the company' s "Board of Directors Performance Self-Assessment Method"	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
113.01.25 The fifth session sixth time	1. Review the performance evaluation of the company ' s	All members present Passed without objection	The proposal was approved by all directors present at the board of directors

	directors for 2012		
	2. Review the performance evaluation of the company ' s managers for 2012	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	3. Evaluate and determine the amount of year-end bonuses for the company ' s managers in 2012	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	4. Evaluate and determine the content and amount of monthly salary remuneration for the company ' s managers	All members present Passed without objection	The proposal was approved by all directors present at the board of directors
	5. Revise the company ' s " Salary Management Measures"	All members present Passed without objection	The proposal was approved by all directors present at the board of directors

Note : At the last meeting of the Company' s Salary and Remuneration Committee at the end of each year, the Salary and Remuneration Committee regularly reviews the annual and long-term performance targets and long-term performance goals and objectives of the Company' s directors and managers during the review of the Company' s "Measures for the Administration of Salary and Remuneration of Directors and Managers" . Policies, systems, standards and structures of salary and remuneration, and make suggestions for revisions.

Attendance status of members of the fifth salary and remuneration committee of the Company

meeting date	Mr. Li Wenjin	Mr. You Qizhong	Mr. Chen Zhiling	Miss Wu Xuemin
111.06.28	attend in person	attend in person	attend in person	NA
111.12.23	attend in person	attend in person	attend in person	NA
112.01.13	attend in person	attend in person	attend in person	NA
112.05.05	attend in person	attend in person	attend in person	NA
112.12.22	attend in person	attend in person	attend in person	attend in person
113.01.25	attend in person	attend in person	attend in person	attend in person

Note 1 : Ms. Wu Xuemin was a new independent director appointed as a (newly appointed) member of the Salary and Remuneration Committee at the ninth meeting of the 11th Board of Directors of the company on August 4, 2012 .

Note 2: The company' s salary and remuneration committee held three meetings in 2012. All members attended in person, and the attendance rate was 100%.

pay ratio

	annual total compensation ratio
2023	3.97
2022	4.14

Note : Annual total remuneration ratio = annual total remuneration of the highest-paid individual in the organization /median annual total remuneration of all employees (excluding the highest-paid individual)

The percentage increase in annual total compensation of the highest paid individual in the organization	Percentage increase in median annual total compensation for all employees (excluding the highest paid individual)	Annual total salary and compensation change ratio
0	4.34%	-4.16

Average base salary and average salary of women versus men (female:male)

category	average base salary	average salary
senior executive	1:8.84	1:8.47
mid-level executive	1:2.94	1:2.98
General employees	1:0.87	1:0.89

*Base Salary: The minimum fixed amount paid to pay an employee to perform their duties. (Does not include any additional compensation such as overtime pay or bonuses)

**Salary: Base salary plus additional amounts paid to workers. (Additional amounts paid to workers may include seniority allowances, bonuses (including cash and equity (such as stocks and shares)) , benefits, overtime pay, time off and any other allowances (such as transportation allowances, living allowances and childcare allowances)))

Employee Compensation Policy

In addition to the company's articles of association stating that if it makes a profit in a year, it should allocate 5% to 15% as employee remuneration. The relevant salary and remuneration policy is also specified in the "Salary Management Measures". Employee remuneration also includes Year-end bonuses and calculations of bonuses are determined based on the company's operating performance achieved during the year. In addition, when implementing the annual performance appraisal, the employee performance appraisal system is combined with the corporate social responsibility policy, and the company's operating conditions for the year and individual salary are comprehensively considered. The allowances, performance appraisals, rewards and

punishments, period of employment and other factors are awarded. Whether the actual payment is made will still be flexibly adjusted according to the company's operating conditions. There is also an "Employee Reward and Punishment Measures". A clear reward and punishment system allows employees to follow. Establish a clear and effective reward and punishment system.

- Set reasonable remuneration
 1. The company's profit status last year
 2. Employee performance appraisal results
 3. Company salary policy
 4. Industry average salary

*Provide timely rewards to colleagues with outstanding performance: promotion, salary increase, honorary leave, etc.

*Employee stock option certificates: The 112-year employee stock option certificate issuance method has been adopted and will be issued in installments starting in 2024

*Selection of outstanding employees and four experts

performance appraisal

Number of employees receiving regular performance and career development reviews			
	male	female	total
senior executive	7	1	8
mid-level executive	twenty three	10	33
General employees	twenty four	30	54
Total number of employees receiving regular performance and career development reviews	54	41	95
Total number of employees	96		

Note 1: Total of UNIFOSA Neihu, UNIFOSA Xindian, Phoenix Hi-Tech, and Morelink

Note 2: The difference between the total number of employees receiving regular performance and career development reviews and the total number of employees is 1. The reason is that the chairman of the company is also the general manager.

employee benefits

Insurance: labor insurance, national health insurance, group insurance, domestic/overseas business travel insurance

Parental leave: Parental leave, maternity leave, prenatal check-up leave , maternity subsidy

Retirement system: Pension withdrawals and benefits are made in accordance with regulations

Employee benefits: birthday gifts, three-month bonuses, department dinners, full-paid sick leave (for residents), employee stock subscriptions, employee stock subscription certificates, outstanding employee bonuses, wedding and funeral gifts/condolence money, night transportation expenses (after 10:30 p.m. Those who leave the company after the break can take a taxi to return home and apply for taxi fare) and missed meal expenses

Health management: employee health examination every two years, sports club subsidies

Other special benefits: department dinners, employee travel, club activities, spring wine

parental leave

category	Taiwan	
	male	female
Total number of employees entitled to parental leave in 2023	1	2
Total number of employees actually using parental leave in 2023	0	2
Total number of employees who should return to work in 2023 after taking parental leave	1	0

Total number of employees who will actually return to work in 2023 after taking parental leave	1	0
Total number of employees returning to work in 2022 after taking parental leave	0	0
Total number of employees who have been employed for one year after reinstatement in 2022	0	0
Reinstatement rate	100 %	-
retention rate	-	-

Retirement system and implementation status

In accordance with the Labor Standards Act, the company has established a Labor Retirement Reserve Supervisory Committee to reserve the portion of the old system's seniority for employees who continue to choose to apply for the old pension system, and for existing employees who choose the new pension method to apply for the new pension system. A "retirement reserve fund" of 4% of employees' total taxable salary is deposited in a special account of the Trust Department of the Bank of Taiwan. The accumulated amount of this labor retirement reserve fund as of December 2023 is NT\$23,088,167, and has been shared with employees in 2022. The seniority under the old system has been paid off, and starting from July 1, 1994, in accordance with the Labor Retirement Ordinance (New Labor Retirement System), a "labor pension" of 6% of the salary will be paid to the employee's personal account of the Labor Insurance Bureau on a monthly basis. A total of NT\$2,530,435 has been allocated. When employees meet the retirement conditions stipulated by laws and regulations and the company, they can retire in accordance with the company's "Retirement Management Regulations".

The company's "Retirement Management Regulations" stipulate the following provisions regarding employee retirement:

1、 Self-retirement

Employees of our company may request for retirement if they fall into any of the

following circumstances:

- (1) Those who have worked for more than 15 years and are over 55 years old.
- (2) Those who have worked for more than 25 years.
- (3) Those who have worked for more than ten years and are over 60 years old.

2. Mandatory retirement

If an employee falls into any of the following circumstances , the company may force him to retire.

- (1) Those who are over sixty-five years old.
- (2) Mentally impaired or physically disabled and unable to perform the job.

Education and training

Talent cultivation is another source of motivation for sustainable growth. Excellent and loyal talents are the key elements for UNIFOSA to successfully transform in the fierce industrial competition and continue to move towards the goal of steady growth.

Therefore, UNIFOSA continues to be committed to creating a win-win situation for the company, employees and shareholders. In addition to the favorable conditions, we pay special attention to providing an excellent environment that allows employees to maximize their potential, and provide complete and substantial education and training, in order to cultivate the growth purpose of employees' lifelong learning, and then establish a sustainable growth, coexistence and common prosperity with the company. Close relationship. In 2023, Shang Cheng's average training hours will be 5.34 hours .

Number of employees			
Employee Category	male	female	Total
senior executive	8	1	9
mid-level executive	twenty one	7	28
General employees	26	33	59
Total number of employees	55	41	96

Total number of hours employees received training in 2023 (unit: hours)			
Employee Category	male	female	total
senior executive	39	0	39
mid-level executive	145	46	191
General employees	139	144	283
Total training hours	323	190	513

Average hours of education and training		
gender	Average training hours for male employees	5.87
	Average training hours for female employees	4.63
Position	Average training hours for senior executives	4.33
	Average training hours for mid-level managers	6.71
	Average training hours for general employees	4.80
Average employee training hours		5.34

List of employee refresher courses

Course name	Course hours	Number of people receiving advanced training	Total hours of training
"Enterprise Labor Law Compliance Practice and Case Analysis"	6	1	6
"Practical Analysis of the Latest Sustainable Development Action Plan" and the Impact of Net-Zero Carbon Emissions on Financial Reports"	6	1	6
"Green Chemistry Creates Sustainability Together"-Corporate Integrity and Corporate Sustainable	3	1	3

Governance "			
" 112th Annual "Bond Market Promotion Seminar"	3	1	3
" 112 Annual Corporate Governance Evaluation System Promotion"	3	2	6
"Publicity Meeting on Sustainable Developme nt Action Plans for Listed OTC Companies"	3	1	3
" Insider equity publicity and briefing session for listed companies and emerging companies "	3	2	6

"Internet technology development trends and new thinking of internal auditors "	6	1	6
"2023 Corporate Governance and Sustainability Summit Forum"	3	1	3
112th (38th session) practical basic training class for internal auditors (including audit plans and reports)	12	1	12
2023 World Investor Week Joint Forum-New Horizons in Sustainable Investment	3	1	3

and Financing			
A complete grasp of ESG regulations and key international trends in 2023 - a domestic perspective	1	1	1
2023 S&P Global Corporate Sustainability Questionnaire	2	1	2
ISO14064-1:2018 organizes greenhouse gas internal verification personnel training courses	12	1	12
Introduction to working environment and rules	0.5	1	0.5

for new employees			
Forum on New Horizons in Sustainable Investment and Financing	3	1	3
The 14th Taipei Corporate Governance Forum	6	2	12
Continuing training courses for accounting supervisors of issuers, securities companies and stock exchanges	12	2	twenty four
Business secret protection, non-competition and personal information security	6	1	6

internal control and internal audit practice (initial, on-the-job and alternative training courses for corporate internal auditors)			
Total memory business group (Neihu + Phoenix)		twenty three	117.5
ISO/IEC 27001: Key differences and explanations between 2022 and 2013 editions	3	3	9
The Challenges of Information Security	1	3	3

Managers under Accelerating Digital Transformation			
Low Carbon Net Zero Talent Training Carbon Footprint 2-Day Advanced Class	12	2	twenty four
The Financial Supervisory Commission 's Phase 3 requirements for listed companies to strengthen information security preparation instructions	2	3	6
Information security thinking and	1	3	3

response strategies in the post - epidemic era			
Risk Management Trilogy	2	3	6
New staff training	2	1	2
Greenhouse gas inventory one-day class	6	1	6
Greenhouse Gas Inventory Practice	6	1	6
Carbon inventory seed class	18	2	36
Occupational safety and health training	1	1	1
Total number of new UNIFOSA stores		twenty three	102
Information security	3	32	96

education and training			
Circuit changes and circuit explanation from Hero to Hero8	1	7	7
Taiwan IPC-J-STD-001 CIS/CIT Open Course	35	2	70
Instrument internal calibration	1	2	2
Hero Maintenance Training Course (Online)	0.5	2	1
MLT purchase process	1	6	6
MMS Instructions for Use (Production Department)	1	8	8
Greenhouse gas inventory	6	1	6

one-day operation experience class			
Carbon Inventory Workshop	6	1	6
4G 5G LTE/NR	2	9	18
Carbon inventory seed class	18	1	18
Allegro simple teaching	6	3	18
Safety and health education and training for first responders	17.5	1	17.5
RF education and training	2	7	14
AD9371 functions and specificatio ns introduction	1	6	6
Total exhibition links		88	293.50

Total of each business group (person times, hours)		134 people	513 hours
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3.2 Occupational safety and health

impact
Enterprises should provide employees with a safe workplace environment. If management is improper and occupational safety and health hazards occur, the rate of employee injuries and illnesses will increase, which will not only affect employees' health and families, but may also affect the company's operating costs and brand reputation.
policy commitments
<ul style="list-style-type: none">● Providing an occupational safety and health work environment to prevent work-related injuries and health effects, including the characteristics and size of the organization and its occupational safety and health risks and opportunities.● Eliminate potential threats to ensure an occupational safety environment .● Comply with applicable occupational safety and health regulations and other requirements.● Assess hazards, control and reduce occupational safety and health risks, and avoid occupational disasters for workers
action to take
<ul style="list-style-type: none">● Insure labor insurance, health insurance and group insurance for each employee● We have established the "Management Measures for the Prevention and Control of Occupational Diseases" and arrange general health examinations for all employees every two years to ensure the personal health and safety of employees.● We have a "Safety and Health Work Code" to standardize and teach employees how to operate machinery and equipment (including treatment tools) safely and correctly to protect employees' personal safety.● In accordance with the ISO 9001 quality management system, regular maintenance and testing of machines and instruments are carried out to maintain their normal operation and avoid machine and equipment failures that may lead to industrial safety incidents.● Following the ISO 14001 environmental management system, we monitor and manage the quality of the environment, air, and water quality to maintain a good working environment; we inspect the quality of drinking water every three months to ensure the health of our employees.

<ul style="list-style-type: none"> ● Fire safety training and escape drills are held from time to time to ensure the safety of the working environment and employees.
Target
<ul style="list-style-type: none"> ● Short term goals: Zero major occupational injuries, zero work accidents, work-related injuries and occupational diseases ● Mid- to long-term goals: <ol style="list-style-type: none"> 1. Maintain zero major occupational injuries, zero work accidents, work-related injuries and occupational diseases 2. Implement safety and health education and training to deepen employee safety awareness and corporate safety culture 3. The health check participation rate maintains the target of over 95%
performance results
<p>No major occupational disasters will occur and no employees will suffer from occupational diseases in 2023</p> <p>The health check participation rate of employees who have been employed for one year reaches 100%</p>
Stakeholder negotiation
<p>Please refer to the chapter "1.3 Identification and Negotiation of Stakeholders "</p>

Occupational Safety and Health Fact Sheet

UNIFOSA Technology attaches great importance to workplace environment and safety. In order to provide employees with a good working environment, the company has formulated an "Occupational Safety and Health Management Plan" in accordance with Article 23 of the " Occupational Safety and Health Law" and Article 12-1 of the "Occupational Safety and Health Management Measures" , and in accordance with the plan items specified in Article 31 of the "Occupational Safety and Health Law Enforcement Rules", formulate implementation details, implementation methods, undertaking units and personnel, implementation deadlines, and required funds to promote the risk management of enterprise occupational safety and health through systematic The implementation and operation of management will help improve and implement occupational safety and health. The workers covered by the company's occupational safety and health management include all company employees, non-

employee workers, contractors and visitors; the workplace includes offices, conference rooms, production lines and warehouses.

UNIFOSA has established a "Safety and Health Work Code" to standardize and teach employees how to operate machinery and equipment (including tools) safely and correctly. In accordance with the ISO 9001 quality management system, regular maintenance and testing of machines and instruments are carried out to maintain their normal operation. , to avoid the occurrence of machine equipment failures and resulting industrial safety incidents; the environmental aspect follows the ISO 14001 environmental management system to monitor and manage the quality of the environment, air, water quality, etc. to maintain a good working environment and conduct inspections every three months Drinking water quality ensures employees' drinking water is healthy.

The company regularly conducts occupational safety and health inspection records, and also holds fire safety lectures and escape drills from time to time to ensure the safety of the working environment and employees. In addition, in response to emergencies such as earthquakes and floods, UNIFOSA has established an emergency response team to conduct regular training and drills every year in order to avoid or reduce damage to employees during disasters.

Hazard identification, risk assessment and accident investigation

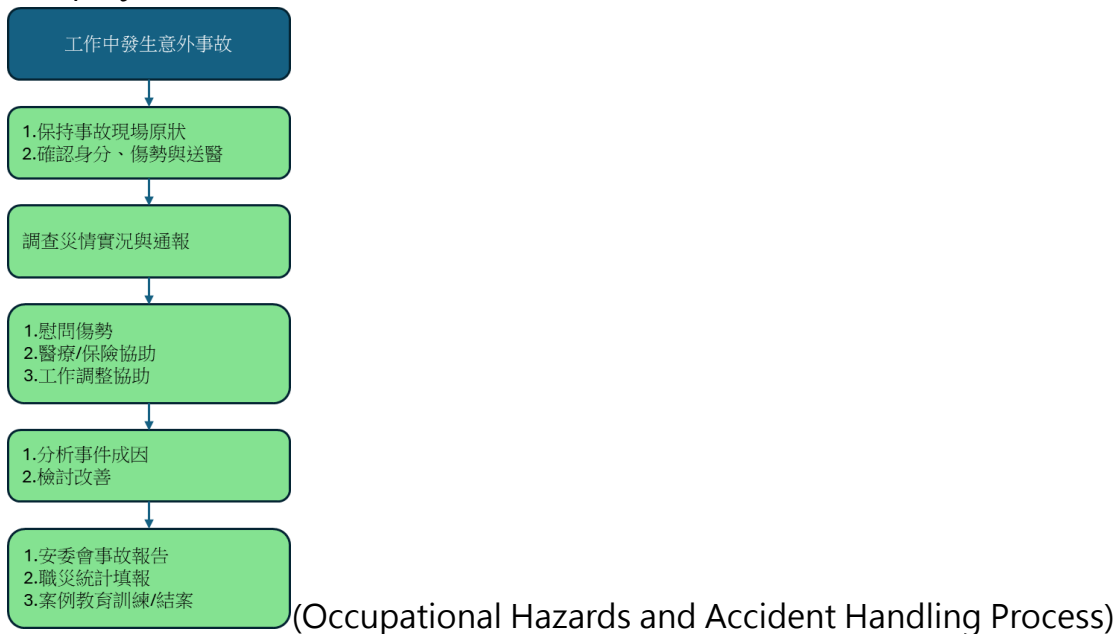
In order to effectively prevent the occurrence of occupational disasters, UNIFOSA Technology identifies potential hazard factors and risk assessments of the operating environment, various production/management activities, products, storage, transportation, and service activities, and sets unacceptable risk levels. Priority is given to engineering control measures for risks; hazard identification and risk assessment are conducted on the operating process on a regular basis, unacceptable risks are controlled, and follow-up action plans are actively adopted.

Based on the occupational safety and health plan to evaluate the working environment or identification of operational hazards, if workers and department supervisors in each department of the company find any abnormality or risk of harm to colleagues, they should report it to their superiors and immediately take maintenance or necessary safety measures. like:

1. Workplace safety assessment: Assess the workplace in accordance with the work

safety and hygiene standards of the "Code of Work Safety and Health". If there are potential safety risks after assessment, fill in the "Risk Management Record Form" in accordance with the "Corrective Measures and Risk Management Procedures" Monitor until the risk is removed.

2. Construction safety assessment: Each project will undergo construction safety assessment before bidding, and protective measures will be installed before the project is carried out.



We comply with the provisions of the Occupational Safety and Health Law as follows:

1. When there is an immediate risk of danger in the workplace, the company or the person in charge of the workplace should immediately stop operations and ask employees to evacuate to a safe place.
2. When employees perform their duties and discover that there is an immediate danger, they may stop their work and retreat to a safe place without endangering the safety of other workers, and immediately report to their immediate supervisor.
3. The company shall not fire, transfer, withhold wages during the suspension of operations, or take other unfavorable punishments to employees referred to in the preceding paragraph . However, this does not apply if the company proves that the workers abused the right to stop working, and it has been reported to the competent authority and determined to be in compliance with the provisions of labor laws.

Communication consultation for workers

UNIFOSA Technology attaches great importance to communication and consultation between workers and management. We hold a regular labor-management coordination meeting every three months. Three members from each side of the labor and management parties attend the meeting. The communication matters in 2023 include Article 32 of the Labor Standards Law, Article 36 of the Labor Standards Law and the 2024 calendar working hours.

Occupational health services and health promotion

Employees are the company's greatest assets. Based on the standpoint of protecting employee health, UNIFOSA Technology focuses on services such as health risk assessment, health management, health promotion, and work environment hazard assessment and recommendations, and provides employees with health education concepts, hoping that they will not cause harm during work. Health problems that affect work and the ability to implement health care for workers in the workplace. The company has established the "Management Measures for Occupational Disease Prevention and Control", which requires new employees to carry out general physical examinations. General examinations are arranged for all employees every two years, and employees engaged in lead work and ionizing radiation inspections are arranged to be inspected once a year. Special operation health examinations, and carry out abnormal hierarchical management based on the examination results, provide employees with personal health guidance and strengthen health management measures such as disease-related health education and promotion, re-examination tracking, etc. If they are unable to adapt to their original work after a physician's health assessment Employees should take the advice of doctors to change their workplace, change jobs or shorten working hours, and take health management measures to continuously manage employee health. In 2023, there are a total of 84 people in each business group who are qualified for health examination. As of December 31, 2023, a total of 83 people have completed the health examination, with a health examination completion rate of 98.80%. (One member of the exhibition company who did not complete the health check-up was due to personal factors and did not complete the health check-up within the time limit.)

The company has set up a human resources hotline and employee suggestion box to provide colleagues with consultation and assistance on issues related to physical and mental health in the workplace. Labor safety personnel collect relevant occupational safety and health regulations or requirements from competent authorities and management committees on safety and health matters, and make internal announcements to facilitate employees' understanding and implementation.

In addition to paying attention to the physical and mental health of employees in the workplace environment, UNIFOSA also provides health promotion services to help employees establish good health and hygiene concepts and living habits, thereby improving their quality of life and work performance.

Health Promotion Services:

- Provide free masks for employees to use
- Provide blood pressure monitors for employees to measure their blood pressure regularly
- Provide scales/ body fat meters for employees to maintain posture changes and improve them
- Regularly hold health lectures to improve employees' health awareness

Occupational safety education and training

According to the safety and health work code, safety and health education and training are implemented in accordance with the "Occupational Safety and Health Management Plan". Employees are obliged to accept the safety and health education and training implemented or assigned by the company. The company's new employees will receive occupational safety and health education and training starting from 2022, and a sharing session on the occurrence and prevention of occupational disasters will be held in 2023. The following education and training will be held in accordance with regulations and internal occupational safety and health policies:

- Safety and Health Supervisor/Personnel Training
- Safety and health education and training for first responders
- Occupational safety and health education and training for new colleagues
- Occurrence and prevention of occupational disasters
- MRT Bureau: Safety training for Class A and B manufacturers

Occupational Disaster Statistics

In 2023, there were no occupational injuries or occupational diseases among employees and non-employees of UNIFOSA Technology and its subsidiaries.

2023		Shang Cheng	Phoen ix Hi- Tech	Moreli nk
Total working hours worked (hours)		73,920	126,720	528
occupational injuries	Number of general occupational injuries (within 180 days of lost work)	0	0	0
	Number of serious occupational injuries (loss of work days greater than 180 days)	0	0	0
	Recordable number of occupational injuries	0	0	0
	Occupational injury fatalities	0	0	0
	Lost work ^{days} Note ¹	0	0	0
	Serious Occupational Injury Ratio ^{Note 2}	0	0	0
	Recordable Occupational Injury Ratio Note 3	0	0	0
	Death rate due to occupational injuries ^{Note 4}	0	0	0
occupational diseases	Number of occupational diseases	0	0	0
	Occupational disease deaths	0	0	0
	Death rate due to occupational diseases ^{Note 5}	0	0	0
	Recordable number of occupational diseases	0	0	0

Note 1: Calculated from the date of casualty, the total number of days lost after all injuries occurred in a single case. The number of days that the injured person is temporarily (or permanently) unable to return to work does not

include the day of injury and the day of return to work, but should include the number of days that passed in between (including Sundays, holidays or business unit shutdown days) and the number of days caused by the disaster after resumption of work. any number of days that you are unable to work.

Note 2 : Serious occupational injury ratio = [Number of serious occupational injuries (excluding fatalities) × 200,000 working hours]/Total working hours experienced.

Note 3: Recordable occupational injury ratio = (number of recordable occupational injuries × 200,000 working hours)/total working hours experienced.

Note 4: Death ratio caused by occupational injuries = (Number of fatalities caused by occupational injuries × 200,000 working hours)/Total working hours experienced.

Note 5: Death rate caused by occupational diseases = (number of deaths caused by occupational diseases × 200,000 working hours)/total working hours experienced.

3.3 Protection of human rights

impact

1. Frontal impact

1. Improve brand image and trust: Companies that respect and actively protect human rights are more likely to gain the trust of stakeholders, which will help enhance their brand image and market position.
2. Attracting and retaining talents: It is conducive to attracting outstanding talents and reducing employee turnover, thereby improving the stability and production efficiency of the enterprise.
3. Promote investment: More and more investors are considering the environmental, social and governance (ESG) performance of enterprises in investment decisions, among which human rights protection is a key social factor. Improving commitments to human rights may attract more investment and make companies more attractive to investors.
4. Enhanced partner and customer relationships: Companies that demonstrate a focus on human rights in their supply chains and business practices can foster relationships with suppliers and other business partners and meet the expectations of a growing number of socially responsible customers.

2. Negative impact

1. Legal and regulatory risks: Neglecting human rights issues may lead to violations of domestic and foreign laws and regulations, which may lead to legal proceedings, fines or other regulatory penalties, affecting the company's financial condition and business operations.
2. Reputational risk: If a company is found to have violated human rights in its operations or supply chain, it may suffer public and consumer condemnation, causing long-term negative impacts on brand image and customer loyalty.
3. Operational risks: Failure to comply with human rights principles may lead to worker strikes, production interruptions, and even consumer boycotts, etc., directly affecting the company's daily operations and profitability.
4. Investor relations risk: Neglect or mismanagement of human rights issues can make a company less attractive in the eyes of responsible investors, potentially leading to higher capital costs or reduced investment.

policy commitments

The company is responsible for the rights and interests of its employees, abides by relevant labor laws, and treats them with dignity by referring to the principles and spirit promulgated by international human rights conventions such as the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work. And respect current employees and third party personnel, prevent any infringement and violation of human rights, and integrate it into the connotation of various management policies.

action to take

1. Implement the protection of employees' legitimate rights and interests and the non-discriminatory employment policy. The employment relationship is established with the consent of both parties and complies with relevant labor laws and regulations. No forced labor is allowed, and no child labor under the age of 16 is allowed.
2. Promote gender equality, reward childbirth and strengthen pregnancy and postpartum care, and establish "sexual harassment prevention measures" to safeguard the dignity and rights of female colleagues.
3. the legally required number of disabled and disadvantaged employees , establish and implement a fair and perfect workplace environment, and strive to create a beautiful and harmonious social atmosphere.
4. The employment relationship with employees is established based on the agreement of both parties and complies with relevant labor laws and regulations. Forced labor is not allowed, and child labor under the age of 16 is not allowed. Young laborers over 16 years old and under 18 years old are not allowed. You are not allowed to engage in work that may harm your health, including night duty or overtime work.
5. Working hours must not exceed legal limits and at least one day off should be allowed seven days a week.
6. The wages paid to employees are in compliance with relevant laws and regulations, including the calculation of minimum wages, overtime pay, etc.
7. Employees should be treated humanely and without any form of inhumane behavior.
8. Any visible or invisible discrimination is prohibited, including not using race, gender, age, marital status, political affiliation or religious belief as considerations

and criteria for employee appointment, assessment and promotion.
Target
Short-term and medium- and long-term goals: 1. Ensure that no incidents involving human rights violations occur 2. Evaluate and conduct human rights awareness promotion and related education and training
performance results
<ul style="list-style-type: none"> • In 2023, there will be no major risks or situations involving child labor, forced labor, discrimination or other violations of labor rights, and there will be zero tolerance for related issues. • Regular labor-management meetings are held every quarter, and ad hoc meetings can be held when necessary to conduct two-way communication and consultation on promoting labor-management cooperation, labor-management relations coordination, improvement of working conditions, and labor welfare planning issues.

2023 Human Rights Due Diligence (Human Rights Risk Assessment Results)

UNIFOSA refers to international human rights conventions, relevant guidelines and human rights due diligence reports issued by benchmark companies, compiles relevant human rights risk issues, evaluates human rights risk issues that may occur in the value chain, and incorporates them into the human rights risk assessment process. This year, we conducted an online questionnaire survey on internal employees to conduct a human rights risk assessment of internal employees.

The content of the questionnaire is to evaluate the "probability" and "severity" of each human rights risk issue. The probability of occurrence is divided into 0 points = will not happen, 1 point = low probability (1% - 30%), 2 points = certain probability (31% - 60%), 3 points = high probability (higher than 61%), the severity is divided into 0 points = no impact, 1 points = not serious, 2 points = serious, 3 points = very serious) , and according to The recycling results produce a "Human Rights Risk Matrix", and human rights risks are divided into three levels according to the following standards:

High risk: probability of occurrence is above 1 point and severity is above 2 points

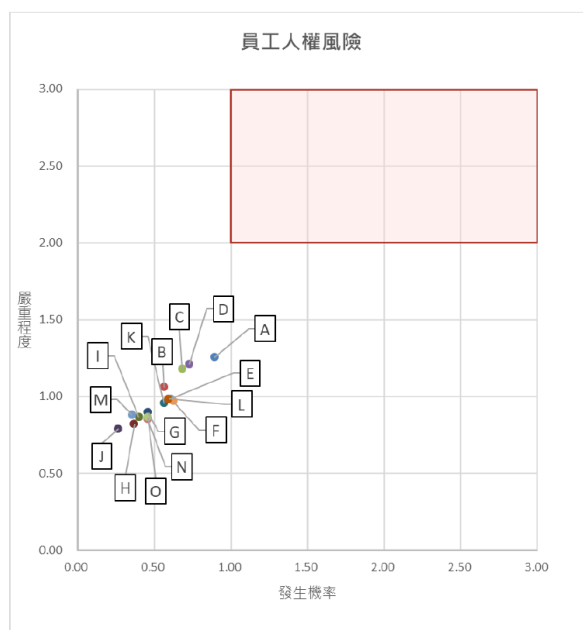
Medium risk: the probability of occurrence is above 1 point and the severity does not reach 2 points

Low risk: the probability of occurrence is less than 1 point

A total of 66 questionnaires were collected, and the evaluation results are as follows:

According to the results of employee human rights due diligence in 2023, no human rights issues with a moderate risk or above have been identified. UNIFOSA will continue to conduct human rights risk assessments and manage prevention and mitigation measures for related risks.

風險議題	乘積	排序
A 隱私保護	1.12	1
B 健康權-提供職安教育訓練	0.88	2
C 工作與勞動條件保障	0.81	3
D 言論與表達自由-提供言論與表達管道	0.61	4
E 健康權-保障健康措施	0.60	5
F 人身自由與安全	0.60	6
低 G 不歧視-升遷	0.59	7
風 H 不歧視-招募	0.54	8
險 I 言論與表達自由-保障言論與表達自由	0.41	9
J 家庭生活權-不損害家庭生活權利	0.40	10
K 家庭生活權-提供育嬰支持與福利	0.39	11
L 集會與結社自由-保障集會與結社自由	0.35	12
M 強迫勞動	0.32	13
N 集會與結社自由-設立集體協商機制	0.31	14
O 孩童保護	0.21	15



3.4 Social prosperity

As a member of society , Mr. Shang Cheng fully understands that he has the unshirkable responsibility to contribute to social responsibilities. Therefore, he has long considered the possibility of sustainable development in the design of the company's system or operating strategies. In promoting social welfare and corporate social responsibility, in addition to actively implementing the cultivation of scientific and technological talents, we also encourage colleagues to care about the needs of the disadvantaged in society and give back to the society to the best of their ability. Adhering to the spirit of "care and dedication, giving back to the society, and fulfilling corporate social responsibilities", in the past year, UNIFOSA invested scientific and technological knowledge resources on campus, looking forward to educating the latest trends and information in industry to the students on campus, in addition to It lays a channel for the company to communicate with society, and also hopes that Taiwan' s future students will continue to invest in the technology industry, so that Taiwan' s technology talents can be passed on sustainably.

In 2021 and 2023, the company will regularly launch donation activities and send them to Africa (Exhibition Link)



(2021)



台灣安達企業行 TEL: (02)2509-2291 FAX: (02)2509-2293 收件日期: 15 月 2 日		寄件日期: 15 月 2 日 收件人簽收 請簽全名
姓名: 收件人簽收 地址: 收件人簽收 電話: 收件人簽收	件數: 4 運費: 400 運費合計: 400	第一聯: 請款聯 背面附托運契約
寄件人: 佰利恆倉庫 0137 地址: 新北市林口區中山路519號 電話: 02-2741-5519	收件人: 佰利恆倉庫 0137 地址: 新北市林口區中山路519號 電話: 02-2741-5519	付款方式: 付到付現 3876
備註: 代收付 38210158954		38210158954

展運公益活動，歡迎大家共襄盛舉

台灣快遞
 台快陸運快遞公司
 台灣安達企業行
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姓名: 收件人簽收 地址: 收件人簽收 電話: 收件人簽收	件數: 2 運費: 300 運費合計: 300	寄件日期: 3 月 9 日 收件日期: 3 月 9 日
寄件人: 收件人簽收 地址: 收件人簽收 電話: 收件人簽收	收件人: 佰利恆倉庫 0137 地址: 新北市林口區中山路519號 電話: 02-2741-5519	付款方式: 付到付現 3876
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(2023)

The general manager gave a speech at the university (exhibition link)

106th annual keynote speech of the Department of Electrical Engineering of Fu Jen Catholic University : Evolution of Mobile Technologies and Beyond

107 Internship visit to the Department of Electrical Engineering, Fu Jen Catholic University



Fu Jen Catholic University' s 109 Annual Electrical Engineering Department Special Achievements Presentation Review (Exhibition Link)



a female electrician from Beiyi in 2012 (Exhibition Series)



CH4 Environmental Sustainability

4.1 Response to climate change

governance

In order to fulfill its corporate social responsibilities and implement its determination to implement sustainable operations, the company has established a "Sustainable Development Promotion Group" under the supervision of the Board of Directors and the General Manager's Office. The Board of Directors serves as the highest decision-making and supervision unit and strives to fulfill its corporate social responsibilities. The organizational structure of the company's sustainable development promotion team is coordinated by the general manager's office, with the management department as the co-organizing unit, and is jointly operated by the business, materials, human resources, quality assurance and information departments. The sustainable development promotion team refers to the climate-related financial disclosure proposal structure to conduct various risk and opportunity assessments, identify major risks and opportunities through exposure risk levels, and conduct risk classification based on policies and regulations, market and manufacturing aspects for assessment. potential shocks to build climate resilience thinking.

Strategy

In order to fully understand the impact of risks and opportunities related to climate change on the company, the company's sustainable development promotion team is responsible for promoting the management of risks and opportunities related to climate change, and reports risks and opportunities to the board of directors from time to time to implement a company-wide tracking and supervision mechanism. .

Risk and Management

In accordance with risk management policies and procedures, the company carries out risk identification, analysis, measurement and response operations on relevant risks and opportunities at least once a year. In 2023 , the company will begin to identify climate-related risks and opportunities for the company, and based on their occurrence after risk analysis Conduct risk management based on probability and impact, and try to control risks within a tolerable range. The company refers to the possibility of occurrence : short-term refers to within three years (2023 ~ 2025), medium-term refers to within three to

five years (2026 ~ 2027) , and long-term refers to more than five years (2028 ~ 2030 year) ; in order to reduce the impact of risks and opportunities on the financial, the company will establish a risk and management mechanism and strengthen the connection with financial information, in order to plan various corresponding contingency capabilities in advance.

Identification of climate-related risks and opportunities

Climate Risk and Opportunity Identification Process

Step 1 : Collect climate risk and opportunity issues	Step 2: Identify physical and transformation risks and opportunities	Step 3: Analyze financial impact	Step 4: Develop countermeasures
<p>Carefully study global climate change trends and issues of concern relevant to our industry. Including past and predicted climate change, policy and legal changes, market trends and technological developments, all of which will have potential impacts on UNIFOSA's business and finances.</p>	<p>Through interviews with various units, we compiled all climate risks and opportunities that may affect operations, and designed a climate change risk and opportunity assessment questionnaire. Assess the specific impact of these climate-related trends and issues on our business. This will include identifying possible risks to our physical</p>	<p>Based on the TCFD guidelines, we will make corresponding financial disclosures to clarify our understanding of and response measures to risks and opportunities related to climate change. This will include revealing the company's financial impact, risk management strategies and objectives, and its</p>	<p>We will propose corresponding countermeasures for the key risks and key opportunities we identify. Aims to effectively deal with possible risks and make full use of opportunities to achieve business goals. At the same time, we will regularly review and evaluate the management effectiveness to</p>

Step 1 : Collect climate risk and opportunity issues	Step 2: Identify physical and transformation risks and opportunities	Step 3: Analyze financial impact	Step 4: Develop countermeasures
	assets, supply chain, operations and market position, as well as identifying potential transformation opportunities.	risk and opportunity outlook over different time horizons. Through financial disclosure, we will provide stakeholders with more transparency about UNIFOSA's climate-related risk management.	understand the implementation status and specific results of the response measures, and make necessary rolling adjustments in a timely manner.

1. Transformation Risks

risk orientation	Risk events and descriptions	Occurrence period, possibility and degree of impact	potential financial impact
Policies and regulations	<ul style="list-style-type: none"> Increase pricing on greenhouse gas emissions <p>In 2023, Taiwan's Climate Change Response Act passed the third reading. In the carbon fee collection part, the provisions will initially be</p>	<p>Period of occurrence : short term</p> <p>Likelihood of occurrence: High</p> <p>Impact Level : Medium</p>	<p>Increase operating costs</p> <ol style="list-style-type: none"> Increased cost of energy saving measures Increase the cost of renewable energy

	<p>applied to large carbon emitters and electricity consumers. Starting in 2026 , the Ministry of Environment will target companies with annual carbon emissions exceeding 25,000 . Carbon fees are levied on metric tons , and the scope of collection will gradually expand in the future.</p>		<p>construction</p>
	<ul style="list-style-type: none"> ● Strengthen emissions reporting obligations <ol style="list-style-type: none"> 1. The Financial Supervisory Commission announced in 2022 that subsidiaries in the consolidated statements of listed companies with a capital of less than 5 billion must complete greenhouse gas inventories in 2027 and complete verification by 2029 , expanding greenhouse gas inventories and Verification scope. 2. The stock exchange mandates companies to disclose ESG-related information. Disclosure topics include greenhouse gas emissions, energy management, water resources, waste, human 	<p>Period of occurrence: short term</p> <p>Likelihood of occurrence : high</p> <p>Impact Level : Medium</p>	<p>Increase operating costs</p> <ol style="list-style-type: none"> 1. Increased inspection and verification costs 2. Identify emission hotspots through greenhouse gas inventory and immediately plan reduction measures to reduce greenhouse gas emission costs

	<p>development, board of directors and investor communication.</p> <p>3. Customers require all their suppliers to provide information on greenhouse gas emissions .</p>		
technology	<ul style="list-style-type: none"> ● Transition costs of replacing existing products and services with low-carbon goods <p>The company uses equipment or peripheral equipment to produce products using energy-saving and efficiency-enhancing processes.</p>	<p>Occurrence period: mid-term</p> <p>Likelihood of occurrence : medium to high</p> <p>Impact level : high</p>	<p>Increase operating costs</p> <ol style="list-style-type: none"> 1. R&D expenses increase 2. Increase in raw materials, equipment and procurement costs
market	<ul style="list-style-type: none"> ● Changes in customer behavior <p>The international net-zero carbon emission trend and various countries' regulations and policies have increased the uncertainty of customers' upstream and downstream supply chain layouts, or customers may prefer companies with low-carbon emission production. Therefore, companies must invest in researching more emerging green energy technologies .</p>	<p>Occurrence period: long term</p> <p>Likelihood of occurrence : medium to high</p> <p>Impact level : high</p>	<p>reduce revenue</p> <p>Increase operating costs</p> <ol style="list-style-type: none"> 1. Increase purchasing costs 2. Increased cost of acquiring green energy technology

	<ul style="list-style-type: none"> ● Rising costs of raw materials <p>In order to comply with local government carbon emission standard trends and regulatory requirements, suppliers must invest in more low-energy-consuming processes, as well as rising inflation and electricity costs caused by global economic instability.</p>	<p>Period of occurrence: short term</p> <p>Likelihood of occurrence : high</p> <p>Impact level : high</p>	<p>Increase operating costs</p> <ol style="list-style-type: none"> 1. Increase purchasing costs 2. Increase energy consumption and carbon rights sharing costs
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2. Physical risks

The company recognizes that extreme weather events (typhoons, droughts and heavy rainfall) may cause damage to the company's factory equipment and difficulties in logistics and transportation, thereby affecting the company's operations. In view of the risk of typhoons and heavy rainfall, Taiwan's Xindian factory is an important production base of UNIFOSA. According to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) analysis of northern Taiwan, the change rate of consecutive rainfall days in RCP 6.0 is higher than that in RCP 8.5. Under the most severe warming scenario at the end of the century, according to RCP 6.0, the number of consecutive rainfall days in the northern region will increase by 9% by the end of this century , from the current average of 12 days to 13.1 days. In addition, Xindian Factory is not a low- lying area, and according to the international According to the 3D disaster potential map of the Disaster Prevention and Protection Technology Center, there is no flooding disaster potential in the Xindian factory .

Regarding the risk of drought, according to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) analysis of the northern region, under the worst warming scenario at the end of RCP 8.5 , the dry season in the northern region will increase by 13% by the end of this century , from the current average of 52 day, extended to 58.7 days. However, according to the " Aqueduct Water Risk Atlas" of the World Resources Institute, the company's Xindian factory is located in

a low-medium risk area. The company assesses that its significance will not affect the factory's operations and production.

risk orientation	Risk events and descriptions	Possibility of occurrence and degree of impact	potential financial impact
immediacy	<ul style="list-style-type: none"> The severity of extreme weather events such as typhoons and floods has increased <p>Extreme weather, such as typhoons and floods, may cause production capacity interruptions, transportation difficulties and supply chain interruptions, etc., which may cause damage to the company's operations.</p>	<p>Period of occurrence: short term</p> <p>Likelihood of occurrence : high</p> <p>Impact level : low</p>	<p>Increased operating costs/capital expenditures</p> <ol style="list-style-type: none"> Expenditures on plant and equipment to cope with extreme weather conditions Investment expenditures on disaster prevention-related assets
long term	<ul style="list-style-type: none"> Extreme rainfall and drought <p>Extreme rainfall and drought events affect the storage capacity of reservoirs, causing production capacity interruptions, transportation difficulties and supply chain disruptions.</p>	<p>Period of occurrence: short term</p> <p>Likelihood of occurrence : high</p> <p>Impact level : low</p>	<p>Reduce product revenue</p> <p>Increased transportation and energy costs</p>

Metrics and Goals

Greenhouse gas emissions are the main cause of the climate emergency, and corporate greenhouse gas management is one of the main issues of concern to all stakeholders . Since 2023 , the company has established a greenhouse gas inventory standard mechanism in accordance with ISO14064-1 and the Greenhouse Gas Inspection Guidelines of the Executive Yuan Ministry of Environment, and conducts regular annual inventory of greenhouse gas emissions in all the company's factories.

Greenhouse gas emissions in 2023 :

project	2023 years
Scope 1 : Direct greenhouse gas emissions (metric tons CO ₂ e)	11.9329
Category 2: Indirect greenhouse gas emissions (metric tons CO ₂ e)	296.3279
Total emissions = Scope 1 + Scope 2 (metric tons CO ₂ e)	308.2607
Greenhouse gas emission intensity (per million turnover)	1.1539

Note 1 : Based on emissions statistics in 2023 .

Note 2 : In 2022 , the electricity emission coefficient of 1 kilowatt hour of electricity produces 0.495Kg of CO₂ and the GWP values of emissions above are based on the IPCC Fourth Assessment Report.

Note 3: Greenhouse gas emission intensity = total emissions (metric tons of CO₂e) /millions of turnover; the scope of the aforementioned total emissions inventory is the headquarters office and Xindian factory of UNIFOSA parent company , the offices and factories of subsidiaries Phoenix and Morelink, and the business The source of the amount is the annual report comprehensive income statement-consolidated

Data source: Website of the Energy Bureau of the Ministry of Economic Affairs (<http://www.moeaboe.gov.tw/>) .

Reduction strategies and goals

2023 , the company is committed to promoting greenhouse gas inventory operations and systematically assessing the use of energy and materials in each production stage , as well as related carbon emissions. Currently, the Company's main source of carbon

emissions comes from electricity consumption, of which greenhouse gas emissions from electricity consumption account for more than 90% of total emissions (including Scope 1 and Scope 2). In order to reduce carbon emissions, UNIFOSA will continue to implement the "energy saving measures" strategy to improve energy efficiency.

4.2 energy management

of energy conservation and carbon reduction , the company has formulated a preliminary energy management plan:

1. Energy consumption assessment: Conduct energy consumption assessment, including electricity, water use, etc., to understand the company's energy usage, so as to formulate goals and plans to reduce energy consumption.
2. Energy-saving measures: Implement energy-saving measures, such as replacing energy-saving lamps and installing smart sensor switches, to reduce electricity and water consumption.
3. Improve energy awareness: Conduct energy awareness training for employees so that every employee understands the value of energy and the importance of conservation. Promote energy conservation, advocate a green and low-carbon lifestyle, and enhance environmental awareness.
4. Energy management system: Establish a complete energy management system to monitor and manage energy usage, and promptly discover and solve energy waste problems.

Energy consumption statistics in 2023

(Unit: GJ)

Energy category	2023	%
gasoline	39.283	1.78%
diesel fuel	10.389	0.47%
Purchased electricity	2159.4744	97.75%
total energy consumption	2209.1464	100%

Energy intensity in 2023

project	unit	2023
total energy consumption	GJ	2209.1464
revenue	NT\$ million	267.153
energy intensity	GJ/ NT\$ million	8.269

Energy saving measures

1. Air conditioning and lighting
 - Each area has independent air conditioning and lighting switches. The last colleague leaving the area must confirm that the air conditioning and lighting switches have been turned off.
 - When no one is using the conference room, the air conditioner and lighting equipment must be turned off.
 - During the lunch break, the management unit will turn off lighting equipment as appropriate.
 - The management unit should implement the maintenance of lamps and replace lamps according to the degree of lamp decline and blackening to maintain the required effectiveness. Lighting standards must comply with the "Occupational Safety and Health Facilities Regulations".
2. computer equipment
 - When purchasing computers or peripheral equipment, you should give priority to products with environmental protection labels or energy-saving labels.
 - (including screens) it is responsible for is turned off before leaving work every day . If there are special needs due to official duties, the management unit must be notified.
3. Instruments and equipment
 - Instruments and equipment in laboratories and production lines must be shut down when not in use.
 - Before leaving get off work every day, the responsible colleagues in each district must confirm that the power of all instruments and equipment is turned off. If there are special needs due to official duties, the management unit must be notified.

4. transaction machine

- Before photocopying, you should first determine the required paper size and number of copies to avoid invalid copying and waste of paper and electricity.
- Reduce the amount of paper used and try not to provide written information. Instead, provide electronic files or output from computers / projection equipment.

4.3 Water resources management

water resources

UNIFOSA Company is mainly for people's livelihood and there is no process water. The main water used is mostly for office activities, for drinking and sanitary water. The water consumption is not large. The water source is tap water, and no groundwater, surface water, or seawater is used. In order to cultivate the environmental awareness of employees, the company avoids and reduces the waste of water resources through daily promotion of employees' water-saving concepts, in line with the company's environmental policy to improve the efficiency of water use. In addition, water is used for the cooling water tower of the air-conditioning ice water main unit, which is managed by the building management committee, and the water consumption is also allocated according to users. Water resources are recycled under normal use, and water consumption only occurs during evaporation and cleaning of the water tower.

Since UNIFOSA, Phoenix High-tech and Morelink Technology have no chemical processes and no industrial wastewater or treated sewage produced by the process is discharged into the environment, there is no need to conduct water quality testing of the discharged water.

Water resources usage is as follows:

category	Shang Cheng (Neihu)	Phoenix Hi- Tech	UNIFO	
			SA (new store)	Moreli nk
Amount of tap water taken (liters)	223,180	318,000	1,296,000	446,360
Groundwater withdrawal (liters)	0	0	0	0
Surface water withdrawal (litres)	0	0	0	0
Seawater intake (liters)	0	0	0	0
Total water intake (liters)	223,180	318,000	1,296,000	446,360
Total amount of water recycled and reused	0	0	0	0
Displacement (million liters)	0.223	0.318	1.296	0.446

4.4 Waste management

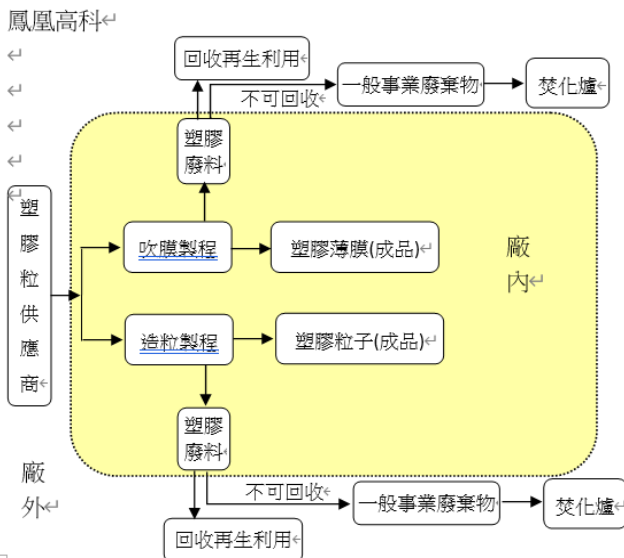
Current status of waste of the Company and its subsidiaries

UNIFOSA (Neihu) : Because the SMT production line stopped production and the equipment was sold, the factory registration was abolished in September 2012, and general industrial waste has been ignored. Only some test-related equipment and offices remain. The waste generated is mainly domestic waste. According to regulations, it is divided into general garbage and paper (cartons), plastic (plastic bottles) recyclables, etc., and is managed by the building. The removal and recycling unit appointed by the committee is responsible for removal and recycling.

Shang Cheng (Xindian) : The waste produced by our company is mainly employees' domestic waste. Currently, the output volume is relatively small because the business is mainly agent products. In order to reduce the generation of waste, we actively promote paperless and recyclable systems and implement electronic sign-off processes, with only some paper documents required.

Subsidiary (Phoenix Hi-Tech) : produces plastic film products and plastic granulation . The main wastes are plastic waste, waste wooden boxes, cartons and domestic

garbage. All industrial wastes are general (harmless) industrial wastes. Plastic waste and wooden boxes are entrusted to Huamao Resource Recycling Technology (Co., Ltd.) in Huaya Park next door. Huamao is a Class A waste removal agency. Cartons and plastic bottles in domestic waste are sorted and collected, and then sent to the resource recycling site by cleaning staff for recycling. Other general waste is removed with garbage trucks by the Guishan Cleaning Team.



Subsidiary (Morelink): The current industrial waste generated is mainly general industrial waste.

(1) Investment-related impacts

Supply Chain Pollution: The extraction, processing, and transportation of raw materials along the supply chain can generate waste and pollution that can negatively impact the environment.

(2) Activity-related impacts

(2-1) Waste in the production process: Production activities may produce solid waste, waste water, waste gas, etc., which if not properly processed may cause pollution to the environment.

(2-2) Energy consumption: Energy use in the production process may lead to the emission of greenhouse gases such as carbon dioxide, exacerbating climate change.

(3) Output-related shocks

(3-1) Product end-of-life disposal: Waste disposal after the product's service life is over, if recycling is not achieved, may lead to increased pressure on landfills and incineration plants, affecting the environment and public health.

(3-2) Packaging waste: If product packaging is not recyclable or degradable, it may

become a source of environmental pollution.

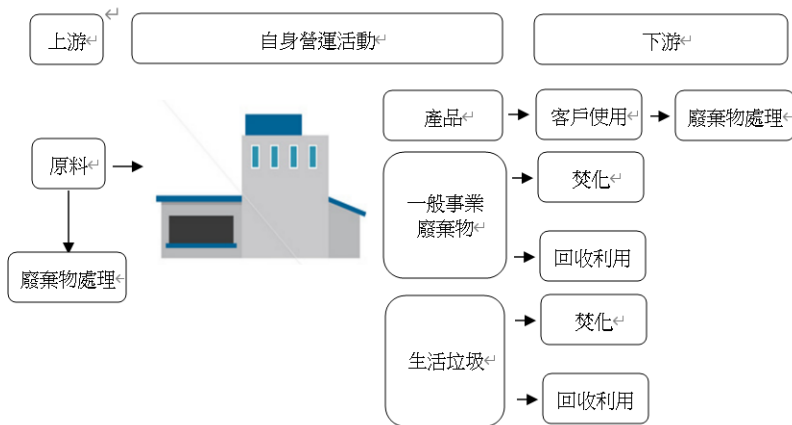
(4) Impacts related to the upstream and downstream of the value chain

(4-1) Upstream suppliers: The waste and pollution that may be generated by the production processes of upstream suppliers will affect the environmental footprint of the entire value chain.

(4-2) Downstream customers: The waste generated during the use of products by customers, as well as the reuse and recycling capabilities of products, will have a long-term impact on the environment.

Waste management methods and implementation plans

The company adopts a source management method for waste management. The main source is employees' domestic waste. Domestic waste is handed over to the park management committee for removal and disposal, while business waste is handed over to qualified removal companies. Through employee education and training, To effectively promote reduction and classification management, improve resource reusability and value of resource regeneration.



Waste disposal related data (unit: metric tons (mt))

Waste Statistics Waste classified according to composition

Waste composition	2023
domestic waste	8.47
waste plastic	1.868
scrap wood	0.482

Note : Waste data is the total of UNIFOSA Neihu, UNIFOSA Xindian, Phoenix and Morelink

Waste removed from disposal by recycling operations

	In the factory	Outside the factory	total amount
year	2 023	2 023	2 023
hazardous waste			
Preparing for reuse	0	0	0
Recycling	0	0	0
Other recycling operations	0	0	0
total amount	0	0	0
non-hazardous waste			
Preparing for reuse	0	0	0
Recycling	0	0	0
Other recycling operations	0	0	0
total amount	0	0	0

Waste finally disposed of by disposal operation

	In the factory	Outside the factory	total amount
year	2 023	2 023	2 023
hazardous waste			
Incineration (including energy recovery)	0	0	0

Incineration (excluding energy recovery)	0	0	0
bury	0	0	0
Other disposal operations	0	0	0
total amount	0	0	0
non-hazardous waste			
Incineration (including energy recovery)	0	0	0
Incineration (excluding energy recovery)	0	10.82	10.82
bury	0	0	0
Other disposal operations	0	0	0
total amount	0	10.82	10.82

Note : UNIFOSA Neihu, UNIFOSA Xindian, Fenghuang and Morelink are all incinerated off-site (the waste plastics and waste wood in Phoenix are incinerated off-site by Huamao, and domestic waste is collected and incinerated off-site by the cleaning team.)

appendix

GRI Guidelines Comparison Table

Statement of use	UNIFOSA Technology Co., Ltd. has reported content from January 1, 2023 to December 31, 2023 in accordance with GRI guidelines.
GRI 1 used	GRI 1: Basics 2021
Applicable GRI Industry Code	No applicable GRI industry standards

GRI Guidelines	reveal project	Reveal /Remarks	Chapters	page number
GRI 2: General Disclosure 2021				
Organization and reporting practices				
GRI 2: General Disclosure 2021	2-1 Organization details	1.1 Company Profile		
	2-2 Entities included in organizational sustainability reporting	About the report		
	2-3 Reporting period, frequency and contact person			
	2-4 Information reorganization	NA		
	2-5 External assurance/certainty	Accountant's limited assurance report		
Activities and Workers				
GRI 2: General Disclosure 2021	2-6 Activities, value chains and other business relationships	1.1 Company Profile 2.4 Supply chain management		
	2-7 employees	3.1 Happy workplace		
	2-8 Workers who are not employees			
governance				

GRI Guidelines	reveal project	Reveal /Remarks	Chapters	page number
GRI 2: General Disclosure 2021	2-9 Governance structure and composition			
	2-10 Nomination and selection of the highest governance unit	2.1	Corporate governance structure	
	2-11 Chairman of the highest governance unit			
	2-12 The role of the highest governance unit in supervising impact management			
	2-13 Responsible person for impact management	1.2	Sustainable governance	
	The role of the highest governance unit in sustainable reporting			
	2-15 Conflict of Interest	2.1	Corporate governance structure	
	2-16 Communicate key and major events	1.2	Sustainable governance	
	2-17 Group knowledge of the highest governance unit	2.1	Corporate governance structure	
	2-18 Performance evaluation of the highest governance unit			
	2-19 Remuneration Policy			
	2-20 Salary decision process	3.1	Happy workplace	
	2-21 Total Compensation Ratio			
Strategy, Policy and Practice				
GRI 2: General Disclosure 2021	2-22 Statement of sustainable development strategy		Chairman 's message	
	2-23 Policy Commitments	3.3	Protection of	
	2-24 Incorporate policy commitments		human rights	

GRI Guidelines	reveal project	Reveal Chapters /Remarks	page number
	2-25 Procedures for remediating negative impacts	1. 3 Identification and negotiation of stakeholders	
	2-26 Mechanisms for seeking advice and raising concerns		
	2-27 Compliance with regulations	2.3 Legal compliance and honest management	
	2-28 Membership of public associations	Shang Cheng has not participated in industry associations, other member associations, or national or international advocacy organizations.	
Stakeholder discussion			
GRI 2: General Disclosure 2021	2-29 Stakeholder discussion policy	1. 3 Identification and negotiation of stakeholders	
	2-30 Group Agreement	Shang Cheng did not sign a group agreement	
GRI 3: Key Themes 2021			
GRI 3: Key Themes 2021	3-1 Process for deciding major topics	1. 4 Identification of major sustainability themes	
	3-2 List of major topics		
Legal Compliance and Integrity Management			
GRI 3: Key Themes 2021	3-3 Major theme management	2. 3 Legal Compliance and Integrity Management	

GRI Guidelines	reveal project	Reveal /Remarks	Chapters	page number
supply chain management				
GRI 3: Key Themes 2021	3-3 Major theme management	2.4 Supply chain management	chain	
GRI 204: Procurement Practices 2 016	204-1 Proportion of procurement expenditure from local suppliers			
GRI 308 : Supplier Social Assessment 2 016	308-1 Use environmental criteria to screen new suppliers			
	308-2 Negative environmental impacts in supply chains and actions taken			
GRI 414: Supplier Social Assessment 2 016	414-1 Use social criteria to screen new suppliers			
	414-2 Negative social impacts in supply chains and actions taken			
information security				
GRI 3: Key Themes 2021	3-3 Major theme management	2.5 Information Security	Information	
Product quality and safety				
GRI 3: Key Themes 2021	3-3 Major theme management	2.6 Product quality and safety	quality	
GRI 416 : Customer Health and Safety 2 016	416-1 Assessing the impact of product and service categories on health and safety			
	416-2 Incidents of breaches of health and safety regulations relating to products and services			
GRI 417 : Marketing and Labeling 2 016	417-2 Incidents of failure to comply with laws and regulations on information and labeling of products and			

GRI Guidelines	reveal project	Reveal /Remarks	Chapters	page number
	services			
	417-3 Incidents of failure to comply with laws and regulations related to marketing communications			
Innovation and R&D				
GRI 3: Key Themes 2021	3-3 Major theme management	2. 7 Innovation and R&D		
customer relationship management				
GRI 3: Key Themes 2021	3-3 Major theme management	2. 8 Customer Relationship Management		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints of breach of customer privacy or loss of customer information			
Happy workplace				
GRI 3: Key Themes 2021	3-3 Major theme management			
	401-1 New employees and resigned employees			
GRI 401: Employment Relations 2016	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)			
	401-3 Parental leave	3.1 Happy workplace		
GRI 402 : Industrial Relations 2 016	402- 1 Minimum notice period for operational changes			
GRI 404: Training and Education 2016	404- 1 Average number of hours of training per employee per year			
	404- 2 Improvement of			

GRI Guidelines	reveal project	Reveal /Remarks	Chapters	page number
	employee functions and transition assistance plan			
	404- 3 Percentage of employees who receive regular performance and career development reviews			
GRI 405 : Employee Diversity and Equal Opportunities 2016	405-1 Diversity of governance units and employees	2.1 Corporate governance structure		
	405-2 Ratio of female to male base salary plus salary	3.1 Happy workplace		
Occupational Safety and Health				
GRI 3: Key Themes 2021	3-3 Major theme management			
GRI 403: Occupational Safety and Health 2018	403-1 Occupational safety and health management system			
	403-2 Hazard identification, risk assessment and accident investigation			
	403-3 occupational health services	3.2 Occupational safety and health		
	403-4 Worker participation, consultation and communication on occupational safety and health			
	403-5 Worker training on occupational safety and health			
	403-6 worker health promotion			
	403-7 Prevent and mitigate occupational safety and health			

GRI Guidelines	reveal project	Reveal /Remarks	Chapters	page number
	impacts directly related to business relationships			
	403-8 Workers covered by the occupational safety and health management system			
	403-9 occupational injuries			
	403-10 occupational diseases			
Human rights protection				
GRI 3: Key Themes 2021	3-3 Major theme management	3.3 Human rights protection	rights	
general topics				
climate change response				
GRI 201 : Economic Performance 2016	201-2 Financial impacts and other risks and opportunities arising from climate change	4.1 Response to climate change		
energy management				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	4. 2 Energy Management		
	302-3 Energy intensity			
	302-4 Reduce energy consumption			
	302-5 Reducing energy requirements of products and services			
water resources management				
GRI 303: Water and Release Water 2018	303-1 Interactions among shared water resources	4.3 Water resources management		
	303-2 Management of drainage-related impacts			
	303-3 Water intake			

GRI Guidelines	reveal project	Reveal /Remarks	Chapters	page number
	303-4 Displacement			
	303-5 Water consumption			
waste management				
GRI 306: Waste 2020	306-1 Waste generation and waste-related significant impacts	4.4 Waste management		
	306-2 Management of significant waste-related impacts			
	306-3 Generation of waste			
	306-4 Waste disposal transfer			
	306-5 Direct disposal of waste			

SASB indicator comparison table

Industry Category: SemiconductorsSemiconductor Industry

Reveal the subject	code	Corresponding indicators	Description/ corresponding chapter	page number
greenhouse gas emissions	TC-SC-110a.1	(1) Scope 1 greenhouse gas emissions (2) Total emissions from perfluoroalkane compounds	4.1 Response to climate change	
	TC-SC-110a.2	For scope 1 greenhouse gas management, explain the long-term and short-term strategic planning, reduction targets, and reduction promotion process	4.1 Response to climate change	
energy management	TC-SC-130a.1	(1) Total energy consumption (2) Percentage of purchased electricity in total electricity consumption (3) Proportion of renewable energy	4.2 Energy management	
water resources management	TC-SC-140a.1	(1) Total water withdrawal (2) Total water consumption , percentage of water withdrawal from areas with high water pressure and extremely high pressure	4.3 Water resources management	
waste management	TC-SC-150a.1	Total amount of hazardous waste generated by the manufacturing process and recycling ratio	4.4 Waste management	
Employee health and safety	TC-SC-320a.1	Describe the steps the company takes to assess, monitor, and reduce employee exposure to human health hazards	3.1 Happy workplace	
	TC-SC-320a.2	Total financial losses related to breaches of employee health and safety regulations	No financial losses related to violations of employee health and safety regulations in 2023	NA
Recruit and manage a	TC-SC-330a.1	Proportion of employees in the following categories (1)	3.1 Happy workplace	

global skilled workforce		Expatriates (2) Working overseas		
Product life cycle management	TC-SC-410a.1	Proportion of products containing IEC 62474 material declaration list substances	2.6 Product quality and safety	
	TC-SC-410a.2	Processor energy efficiency at the system level, divided into (1) Server (2) Desktop (3) Notebook	The company's products and services are not terminal application products, so they are not applicable.	NA
Material procurement	TC-SC-440a.1	Disclose relevant risk management policies for the use of key raw materials	The supply of key materials in the industries the company belongs to is widespread, and there are many suppliers to choose from . After assessment, there is no risk of material shortage, so there is no need to control risks related to key materials used in production.	NA
Intellectual property rights protection and competitive behavior	TC-SC-520a.1	Total financial losses related to breaches of anti-competitive conduct regulations	No financial losses related to anti- competitive behavior violations in 2023	NA

code	activity indicators	Corresponding chapter	page number
TC-SC-000.A	total output	2.6 Product quality and safety	
TC-SC-000.B	production from own plants	1 00%	NA

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